Point of View By James W. Schmotter

THE WORLDWIDE UNRAVELING OF COMmunism gives American business schools a unique opportunity to redeem themselves at a time when gradnate management education is being criticized as never before. By offering their services to regions just discovering capitalism, these schools can serve countries that now crave what they teach and also demonstrate their relevance to American corporate executives who have been increasingly critical of business-school graduates.

Hardly a month passes without a new article in the business press lamenting the narrow, overly quantitative focus of graduate business curricula, the irrelevant research done by business schools' faculty members, and the inability of graduates to grapple successfully with the nation's economic problems. Reporters gleefully interview unemployed graduates of business schools and pump corporate executives for unflattering comments about their employees with musters degrees in business administration.

At the same time, schools offering MBA's are seriously re-examining their programs. In the past three years, two major national associations of business schools have issued reports challenging their members to reform. For the first time, American schools are seeing their European counterparts as serious competitors for business students from around the world. Across the nation, schools ranging from small colleges to industry flagships, in-

cluding the Wharton School of Business at the University of Pennsylvania and the University of Chicago's Graduate School of Business, are rushing to make changes in their academic programs.

These changes are occurring both inside and outside the classroom. Some schools have revised their required curricula to include attention to subjects such as cultural diversity, global business operations, and effective negotiating. Others are developing off-campus, Outward Bound-type leadership programs or sponsoring international trips for groups of students. Still others are adding experts from outside the traditional business disciplines to their faculties. All are attempting to address the challenges of preparing MBA graduates for leadership in a tough global economy and in flatter, less-hierarchical business organizations that will employ a more culturally diverse work force.

Schools that do not respond to the dramatic changes taking place in their environment may see their enrollments decline as their graduates become less desirable in the job market. Even those that do change will find themselves working fiercely to attract students and place them in corporate positions.

Although competition for students may remain intense, two new directions that American business schools might take to improve their long-range outlook are apparent.

Last summer, the first 40 members of the MBA Enterprise Corps left for assignments in Eastern Europe. The Enterprise Corps was formed by a consortium of 20 well-known business schools; it places new MBA graduates in 18-month work assignments with companies in Hungary, Poland, and Czechoslovakia. The group has surprised even its strongest supporters by the speed with which it has raised funds, recruited members, and signed up East European employers. The first class of Enterprise Corps members work at 35 different organizations in Eastern Europe; a second class now is being selected that will depart at the end of



Business Schools After the Cold War

By serving East Europe, they can play a key role in one of the great dramas of the century

> The Enterprise Corps benefits everyone involved. Corporate donors and officials of the U.S. Agency for International Development provided support because they saw the corps as the perfect vehicle to assist countries of the former Communist bloc that are attempting to shift their companies from government to private control. East European businesses jumped at the chance to hire enthusiastic young Americans with strong technical skills in accounting, marketing, finance, and operations. The graduates, who are interested in international business and facing a tough job market at home, saw the experience as a perfect way to differentiate their skills from those of other businessschool graduates and have an adventure as well.

This year the Enterprise Corps intends to recruit 100 graduates. Four more schools have joined the consortium during the past 12 months, and others have petitioned for membership. Requests for assistance have arrived from the newly independent Baltic states. Ukraine, and Russia. Clearly there is more demand than the Enterprise Corps alone can serve; opportunities for other consortia or for individual schools

SECOND GLIMPSE of a possible new course for business schools occurred during a recent visit by 27 industrial managers from the former Soviet Union to Cornell University's Johnson Graduate School of Management. During a two-week educational program that included classroom lectures and visits to factories and businesses, the managers lost their almost romantic view of the workings of capitalism and began to understand the difficulty of the road ahead of them in converting to a market economy. They quickly understood the complexities of business today and how much they needed to learn. Cornell professors, in turn, were gratified at the close attention being paid to their lectures closer attention than they were accustomed to in the typical classroom.

These examples suggest that business schools have

knowledge that may become increasing, valuable. Management schools speak the wiversal language of the post-cold-war world-not English, but business. As hage sections the world move toward free markets, the Unquote global demand for business education seems bound to explode. Further, the technical nuts-and-bolts skills that some critics claim overwhelm the curricula of business school are exactly what officials attempting to reform formerly controlled economies need. While such basic subjects as accounting and finance alone may be insufficient to allow graduals to achieve success in American board room, they will be crucial to reforming and establish jing businesses in Eastern Europe and the former Soviet Union during the next few dec-

Finally, because of their positions as nonprofit gateways between corporations and academe, business schools are in a good postion to play an immediate role in the process of international economic growth and reform. The demands of long-term profitability that constrain Western corporate investment in the former Eastern bloc do not apply to these schools; they can move quickly and creatively to aid business executives abroad. Such help can include crash courses in the basics of business for former Communist-bloc manage ers, held both here and abroad; on-site technical assistance through mechanisms like the MBA Enterprise Corps; and aid in developing

new Western-style schools of management in the for mer Communist bloc. ORKING with corporate partners and lo-

cal chambers of commerce, business schools can belp develop exchanges and other educational programs to assist American executives, as well as students, in gaining experience in the region. Through such ventures, they can not only generate mutual understanding and expertise but also introduce potential commercial partners to each other without the pressure to make business deals. Such introductions can sour economic development both at home and overseas.

These initiatives will require additional resources but this should not be an insurmountable hurdle. Such projects are especially relevant to the federal government's commitment to develop democracy and free markets in Eastern Europe and the former Soviet Union, a task that should interest foundation and corporate sponsors as well. And the opportunity to play a direct role in one of the great dramas of our century cannot help but attract students, perhaps ones who

never before considered an MBA. Pursuing activities such as these will not be easy American business schools. Broadening their missions and serving new customers from different cultural and economic backgrounds will require new flexibility and creativity from both administrators and faculty members. Expertise on subjects such as development economics, the logistics of privatization and joint ventures, and East European languages may have to be imported from elsewhere on the campuses, from corporations, or from abroad. Yet for many business schools, such expansion may well mean a more successful future than any of their current critics or defenders now imagine is possible.

James W. Schmotter is associate dean of the Johnson Graduate School of Management at Cornell Univer-

"Our national fixation on rights and our national conception of them-fixations and conceptions that know no partisan affiliations are dysfunctional and deranged." A U. of Oregon law professor: B1

"Being treated as 'at risk' confirms their worst fears." A professor, on remedial programs for black schoolchildren: A5

"If you're going to discuss the significance of Super Tuesday. you discuss it ut your peril it you don't understand the religious dimension of the American South." Apolitical-science professor, on scholars' new interest in exploring; the influence of rolligion: A6

"The emergence of the early drug movement was a classic effort of religious revival that was missed by mainstream American churches. A psychology professor who studies religious experience: A8

"What's funny about spending money on asparagus?" A college official, on the President's attack on parmurks: A27

"How unaffordable must a residential public university become before the risks and problems associated with new financial approaches look more promising than the old methods that aren't working?" The president of Illinois State U.: A48

"Now, let's see, who haven't I maligned yet?" Camille Paglia, in a speech at Harvard; A14

"It's about time someone asked mc." Awoman who had been approached to give to her alma mater: A31

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Bush Threatens Veto

THE CHRONICLE

of Higher Education.

By THOMAS J. Del.OUGHRY

By a vote of 365 to 3, the House of Representatives last week approved legislation to reauthorize the Higher Education Act. The overwhelming margin for the fiveyear, \$100-billion bill indicated strong Republican support—despite a promise from President Bush to veto the legislation.

The Nay votes were cast by three Republicans: Philip M. Crane of Illinois, John T. Doulittle of California, and Bob Stump

of Arizona. The House action, coming five weeks after the Senate approved its higher-education bill, moved the reauthorization process—which began 30 months ago—into its final phase. Delegates from the House and Senate are expected to meet in the next few weeks to work out a compromise between the two bodies' versions of the bill.

White House Opposes Pilot Project

Lawmakers hope to send the final version to the President by June, when the Appropriations Committees in both houses are expected to begin drafting budget bills for fiscal 1993, which begins in October. The panels need the new highereducation law to guide them, because the current law expires in September.

The legislation's fate was uncertain last week, after the White House issued its veto threat. The Administration said in a statement that it opposed a provision to create a pilot project to test the idea of direct student loans. It also objected to provisions that would make more Pell Grants and Stafford Student Loans available to middle-income families.

Education Secretary Lamar Alexander and Thomas A. Scully, associate director

A Revolutionary Mirror

for Arizona Telescope

House Voles to Approve Higher Education Act; Ruch Threatone Voto Students Have Right to See Comments of Admissions Officers, Education Department Rules



Joshua A. Gerstein: "Universities should have to defend the way they go about making their admissions decisions, and the universities seem to be saying they don't."

of the White House Office of Management and Budget, held a closed-door meeting with House Republicans last week in an attempt to rally support for the Administration's positions.

Secretary Alexander said in an interview after the meeting that the Administration felt strongly about opposing the effort to substitute direct loans for Stafford loans on hundreds of campuses. "It adds billions to the federal debt and creates the possibility Continued on Page A26

At the University of Arizona, a mold is filled with glass

in preparation for the construction of the largest tele-

Scope mirror ever built in the United States: Page A6.

Campaign organized to get files opened on several campuses By SCOTT JASCHIK

April 1, 1992 • 82.75 Volume XXXVIII, Number 30

WASHINGTON A federal privacy-protection law gives students the right to see comments written about them by admissions officers, the Education Department has ruled. Until now, university officials have believed such comments were not covered by the law.

The department acted after Harvard University denied a student's request to see the comments written about him.

The student, Joshua A. Gerstein, has since graduated and is organizing a campaign to have students at a number of universities request the files that admissions officers developed on them. Obtaining more admissions files, he says, could shed new light on how leading universities decide whom to admit, and on the validity of charges that Asian-American applicants face discrimination in the admissions proc-

Informed of the ruling, higher-education officials said they were disturbed by the

Asian-American activists and UCLA officials criticize the Education Department's lack of action in a year-old bias case: A25.

Education Department's interpretation. Frank Burtnett, executive director of the National Association of College Admission Counselors, said it would improperly give students access to "the inner workings of an admissions operation," something he said the government had never intended.

Mr. Burtnett also said the quality of admissions evaluations would go down because "you are going to see people being less candid."

The dispute involves the Family Educa-Continued on Page A28

South African Universities Seek to Renew Overseas Contacts

Long shunned by the international academic community because of their country's policy of apartheid, South Africa's universities hope that political reforms at home will lead to new cooperation with universities abroad. Campus leaders say such contact is especially important for the country's disadvantaged students and historically black universities.

South African educators disagree, however, over whether the time has come for American institutions to abandon their divestment policies and reinvest in companies doing business in their country.

STORY ON PAGE A37

This Week in The Chronicle

DO MUCH DANTE?

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New York, NY 10019

An increasing number of scholars are examining the impact of religious belief on everything from voting behavior to mental health: A6

The variety of research on religion shows the sometimes-surprising and subtle impact it can have: A8

HEW TECHNOLOGY FOR TELESCOPE MIRROR A leam of scientists at the U. of Arizona will begin

asting a 6.5-meter mirror, the largest ever made by American astronomers: A6

OHIO STATE SETTLES DISPUTE

It agrees to pay the U. of Arizona and Italy's Arcetri Astrophysical Observatory for withdrawing from a partnership to build a \$60-million telescope: A10

Universities called lax in investigating misconduct: A6 Delayed astronomy experiment gets off the ground: A6 Researchers say they've been able to grow nerve cells: A11 AZT said not to harm pregnant women or fetuses: A11 Survey tracks problems of American Indian youths: A11 49 new scholarly books: A12

BATTLING BLACK STUDENTS' EDUCATIONAL CRISIS

A Stanford professor of social psychology is trying to find effective ways to crase the stigma that contributes to the educational deficits of minority students: A5

HRM-TECH EDUCATION FOR JOURNALISM

U. of Missouri students use 300 personal computers to try to keep up with changes in the advertising, news, publishing, and public-relations industries: A19 A Missouri professor trains journalists in how to get

government tapes and analyze them on computers: A21 COMPUTERIZING THE GRADUATE RECORD EXAM Starting in the fall, graduate-school applicants will have

the option of taking the test on computers: A19 PBS series will examine the history of the computer: A19

Lafayetta College wants the news media to call: A19 Do professors get credit for network activities?: A19 15 new computer programs; 10 new optical disks: A23

Personal & Professional Concerns

CUNY REPLACES EMBATTLED BLACK-STUDIES HEAD

The university's trustees name an emeritus professor from Yale U. to replace Leonard Jeffries, Jr., as chairman of the department at City College: A14

CAMILLE PAGLIA GOES TO HARVARD

The frenetic author, who relishes her role as an enemy of feminists and literary theorists, visits Harvard for an evening of vitriol and scholar bashing: A14

resident steps aside at Paul Quinn College: A4 Vindmill brings heat, light, and conservation campaign: A4 lizzard damages 700 trees at U. of Colorado: A5 es say Wabash College will remain all-male: At Stanford neurosurgeon quits as head of medical school: A14 College group's handbook focuses on sexist behavior: A14 Researcher acquitted of threatening head of Valparaiso: A17 Nomination for a Chicano-studies post sparks dispute: A18 Wis. professors win new way to appeal dental of tenure: A18 American Council on Education chooses 32 fellows: A18 Seven new books on higher education: A17

redetal & State Governments

HIGHER EDUCATION ACT ADVANCES

By an overwhelming margin, the House of Representatives has approved legislation reauthorizing the Higher Education Act: A1



From mystical experiences to church bazaars, researchers are tracking the impact of religion on society. Above, participants at the "Focus-on-You Expo" in Denver: A8

REVEALING ADMISSIONS OFFICERS' COMMENTS

A federal privacy-protection law gives students the right to see comments written about them, the Education Department rules: At

BUSH TAKES AIM AT UNIVERSITY EARMARKS

The President wants millions of dollars in Congressional earmarks for specific research projects eliminated from the 1992 budget: A27

COMPLAINTS ABOUT STATUS OF BIAS INQUIRY

A year and a half after finding that UCLA discriminated against some Asian-American applicants, the Education Department has taken no action to resolve its case: A25

POLITICS AND HIGH EXPECTATIONS FOR CHANCELLOR The new head of the California State University System is already enmeshed in fights over tuition increases and uffirmative action: A25

BACKERS OF MINORITY AID PLAN NEW TACK Critics of the Education Dept. proposal to bar some

grants to members of certain racial or ethnic groups hope to delay indefinitely the rules' effect: A29 THE INEQUITIES OF LOW TUITION

Public universities must start charging high tuition to make up for the unwillingness of state legislatures to provide sufficient appropriations. Point of View: A48

THE VENERATION OF INDIVIDUAL RIGHTS

America's current conception of citizens' rights fosters social and political pathology. Opinion: B1

Budget cuts kill Mississippi's Teacher Corps: A25 U. of Georgia president lobbles for a 'water' bill: A25 Saginaw Valley State U. woos Legislature with music: A25 Administration official criticizes claims on fetal tissue: A27 Bush vetoes tax bill with provisions sought by colleges: A27 Report urges more U.S. support for non-basic research: A27 Mass. loses \$2-million in federal student-aid funds: A29 Georgia creates \$50-million distance-learning program: A29 Texas comptroller calls for audit of loan agency: A29

Finance

NEW EMPHASIS ON ALUMNAE AS DONORS

Eager for new sources of support, colleges are now courting their daughters in the same way they have long pursued their sons: aggressively: A31

United Negro College Fund said to plan restructuring: A31 Bridgeport reconsiders offer from group tied to church: A31 Foundation grants; gifts and bequests: A32

Athletics

NCAA TO BACK DISCLOSURE MEASURE

The association will support federal legislation requiring colleges to reveal sports revenues and costs: A35

Status of sports investigations on college campuses: A35 U. of Nevada rejects probe of basketball controversy: A35

Students

EXPLORING THE WORLD OF OPERA

Students at DePaul who hope to sing professionally can pursue the university's vocal-performance major, which this year includes the staging of Bizet's Carmen: A33

RAISING TUITION AT PUBLIC INSTITUTIONS Colleges should charge higher tuition and distribute the revenue to needy students. Point of View: A48

Multicultural center may close due to lack of money: A33 Medical schools eye test for clinical competence: A33 Court upholds university's right to set curriculum: A34

International

SPOTLIGHT ON ACADEME IN BRITISH ELECTION Votes of professors and students may be important in a number of districts that are home to campuses: A36

SOUTH AFRICAN INSTITUTIONS REACH OUT Universities that long have been isolated are forming international partnerships: A37

GREATER AUTONOMY FOR ITALY'S UNIVERSITIES A sweeping law would give Italy's overcrowded public institutions greater control over their own affairs: A37

Trinity College wants students from Northern Ireland: A36 Human-rights group honors memory of sigin Jesuits: A36

RE-INTERPRETING THE AMERICAN WEST

A photographer removes the distorting lens of romanticism from our view of the West. Endpaper: B48

Gazettě: A41





SHOWTIME.

Letter dated Murch 4, to a university's public-information office, from The San Francisco Chronicle:

"This letter is to inform you that, due to the continuing poor state of the economy, The San Francisco Chronicle has not been able to maintain a higher education writer on

"Thus, we ask that you remove our name from your mailing lists and not send us any more information. When the economy rebounds, we will then inform you who has been assigned permanently to that posi-

Letter dated March 5, to the same office, from the same newspaper:

"This letter is to correct a previous mailing sent out at the beginning of

"The incorrect portion of the prior fetter stated that The Chronicle does not have a higher education reporter. The Chronicle has hired one and he is currently on staff with us. He will contact your organization to be put on your mailing list at a future

"Please correct your mailing list as necessary. The Chronicle regrets any inconvenience this error may have caused."

Resilient economy? Overnight rebound?

Picture caption in Berkeley's Daily Culifornian:

"A campus police notice warns joggers of 'INDECENT EXPOSURES ON THE FIRE TRAILS.' During the past four months, women have reported eight encounters with a flasher, variously described as 'professor-like' and 'elf-like.' ''

Sounds like of Doc Nibelung.

Note in the National University Continuing Education Association's NUCEA News:

"Brigham Young University's Division of Continuing Education is celebrating its 70th anniversary this year. The division began with one enrollment in 1876. . .

And with a 46-year-old calendar on

News item in The Cornell Daily

SCIENTOLOGY LEADERS

RESIGN AMID SCANDAL "BOSTON (AP)—The chairperson of the Christian Science Church and several other top officials resigned yesterday amid controversies. . . .

From the same paper, same issue: RELIGION MAJOR SEEKS STUDENTS "Since it created a new undergraduate major last fall, the religious studies program is in the process of drumming up more interest in its courses.

For a likely candidate, call The Sun's copy desk.

In Brief



Windmill at Hamilton College generates

heat, light, and a conservation campaign

CLINTON, N.Y.-A windmill crected at Hamilton College (left) has helped to generate light and heat in one residence hall and an energy-conservation effort across the campus.

The 120-foot-tall windmill, which was put up in February, provides 9 per cent of the electricity needed to power a threestory residence hall. It is expected to cut the college's electricity bill by about \$4,000 a year.

The windmill was the brainchild of a 1991 Hamilton graduate, Steedman L. Bass, who persuaded his classmates to give it to the college as their senior-class gift.

"The windmill has both practical value, in that it saves the school money, and symbolic value, in that it represents afternatives to current sources of energy," says Mr. Bass, who has been hired by the college for a year to analyze its energy consumption and recommend improvements.

Since last June, Mr. Bass has helped lead a campaign designed to increase energy conservation on campus. If Hamilton's energy consumption this fiscal year is at least 15 per cent below the average in the previous five years, the college will use the \$200,000 in expected savings to create $\mathfrak a$ new student scholarship.

Mr. Bass says the institution is approaching that goal by replacing incandescent bulbs with compact fluorescent lights, which use 70 per cent less energy to produce the same amount of light. It also has installed motion detectors that automatically turn lights on and off when people enter and leave a room. The local utility company has awarded the college substantial rebates for having switched to the energyefficient technology.

Teaching people on the campus to use energy more efficiently has also led to savings, Mr. Bass says.



Students tap the trees. trustees get the syrup

HUNTINGDON, PA. - Even spring, alumni, students, and professors at Juniata College join the muple-syrup hurvest (above) at the college's Environmental Studies Field Station. Tapping 600 to 800 trees, the volunteers make about 100 gallons of symp. which they give away to the colege's trustees and others.

Jury awards \$1.6-millio to student raped at USC

LOS ANCIELLS—A jury last week ordered the University of South ern California to pay over \$1.6million in compensatory damages to a female former student who was raped four years ago outside an off-campus residence hall.

The Superior Court jury found that the university had provided inadequate security and insuffcient information about the area's high rate of crime, the student's lawyer, Natasha Roit, said. The jury still may require usc

to pay punitive damages, too.

Corrections

at Paul Quinn College DALLAS--The Board of Trust-

ees of Paul Quinn College decided last week to replace the college's up the financially ailing institu-

The snap of a mousetrap

CINCINNATI-Students at the

University of Cincinnati raced

mousetrap-powered vehicles to

demonstrate the use of non-tradi-

Twenty students in an industri-

al-design class developed vehicles

powered by the single snap of a

mousetrap. At right, Dave Beit-

tel's vehicle (near right) is made

of plastic, two compact disks, and

an LP record; Josh Knarr's entry

is made of metal tubing and plas-

Neither of them won.

President steps aside

powers race cars

tional energy sources.

The board praised Mr. Morgan's efforts in overseeing the college during troubled times, but said the institution now needed a Association of Colleges and chief executive with stronger administrative and financial skills.

Mr. Morgan will stay on as

During Mr. Morgan's sevenyear term as president, the college moved from Waco, Tex., to Dallas, taking over the abandoned and deteriorating campus of the now-defunct Bishop College.

For a time Paul Quinn appeared to be defying the odds against it. president, Warren W. Morgan, as as enrollment began to grow and part of an overall strategy to shore | corporate contributions started

However, the college today remains deeply in debt and under probation imposed by its regional accrediting agency, the Southern Schoots.

The trustees' strategy, announced last week, also includes dent financial aid (The Chronicle, 25). Lawrence E. Gladieux is expresident emeritus of Paul Quinn a major fund-raising campaign, for about six months, concentration which includes a check the president emeritus of Paul Quinn and Paul Quinn and Paul Quinn are week, also includes a description of the College March 25) gave an incorrect figure ecutive director of the College ecutive ecutive director of the College ecutive for about six months, concentrating on raising money and helping of \$1 Smillion for m ing on raising money and helping of \$1.5-million for renovations support. The correct figure is mond Vignoul is director of final mond vignoul in mond Vignoul is director of final mond vignoul in mond Vignoul is director of final mond vignoul in mond Vignoul in mond vignoul is director of final mond vignoul in mond v

States Plan to Spend \$1.2-Billion on Student Aid, Up 3.9% Over All, but II Will Have to Make Cuts By GOLDIE BLUMENSTYK
The 50 states are expected to spend to total of nearly \$1.2-billion on student aid this year—an increase of 3.9 per cent over 1990-91. But 11 of them, stupped by the recession, say they will be forced to cut

recession, say they will be forced to cut their spending for the purpose. The figures come from a new reput the National Association of State S

Because of an editing error,

and Prope

and those in the accompanying chart were correct.

 Two names were incorrect in an article about student-aid applian article on state support for stucation fees (The Chronicle, March the college fulfill its requirements and another \$1.5-million to pay support. The correct figure is cial aid at the University of Ores

and the percentages in the story | gon. The Chronicle of Higher Education (155N 0009-5982) is published weekly except the third week in August and the last two weeks in December, at 1255 Twenty-Third Street, N.W., Washington, D.C., 20037. Subscription rate: \$67,50 per year. Second-class postage paid at Washington, D.C., and at additional mailing offices. Copyright 6, 1992 by The Chronicle of Higher Education, inc. Circulations. The Chronicle reserves the right not to accept an advertiser's order. Only publication of an advertisement shall constitute final acceptance of the advertiser's order. _{No women} at Wabash, ollege's trustees vote

CRAWFORDSVILLE, IND.-Wa bash College's Bourd of Trustees has voted overwhelmingly against

in a secret ballot, the board and the president, F. Sheldon Wetnck, voted 19 to 4 against coeducation at Wabash, which has been an all-male institution since it was founded in 1832. The trustees also animously endorsed an unspecified "strategic plan" to keep Wabash competitive and popular. The vote marked the end of a two-year study of the issue by a ranel of trustees, alumni, professors, and students. The debate over coeducation created tension

between students-most of whom supported the all-male traditionand a majority of the faculty, which favored admitting women. Students heartily cheered the trustees' announcement (below).

Stephen Morillo, an assistant professor of history, said he was disappointed by the decision. Most faculty members, he said, thought coeducation would create a "better learning environment." He said the faculty had endorsed coeducation nearly unanimously in a referendum it sent the trustees before the final vote.

Greg Birk, director of admissions, said the student senate had voted 22 to 1 in favor of the status quo in its referendum. With the decision, Wabash remains one of three all-male, liberal-arts colleges in the country.



Blizzard damages 700 trees at U. of Colorado

of trees were damaged, ranging

pines. Some were 40 years old.

The university has set up a fund

to collect donations to pay for the

replacement of the trees. Boulder

officials are also encouraging pro-

BOULDER, COLO.—Nearly 700 | grounds manager, said a variety lrees at the University of Colorado at Boulder were damaged in a from silver maples to Ponderosa blizzard that dumped as much as 18 inches of snow here. Officials stimated that it would cost \$125,000 to prune or remove the lrees, which either lost limbs or were uprooted by the wind and

fessors to help plant new trees as the heavy, wet snow. part of the campus's Earth Week John Bruning, the university's festivities this month.



PORTRAIT

Professor Takes Aim at Blacks' Racial Vulnerability

By DENISE K. MAGNER

Two hundred fifty randomly selected freshmen—15 per cent of them black—live together in a wing of a dormitory at the University of Michigan this year. They're offered seminars on the stresses of college life and accelerated workshops to supplement classes in chemistry, calculus, and writing. No one is reunited to attend, and no one is treated as "at risk" of failure.

The first-semester grades of the black students show a break from past patterns: They did not fall behind those earned by white students with similar standardized-test scores. The blacks' grades, on average, were as high or higher than those of whites outside the pro-

The Michigan approach is the brainchild of Claude M. Steele, a professor of social psychology at Stanford University, whose research has led him to enter the public debate over why black students do not perform as well academically as their white counterparts.

To Mr. Steele, what is most surprising and distressing about the "crisis" in the education of black Americans is that it is worse than people think. He lays out the stark reality in an essay called "Race and the Schooling of Black Americans," published in this month's issue of The Atlantic.

"From elementary school to graduate school," he writes. 'something depresses black achievement at every level of preparation, even the highest."

Even when black students score as high as whites on standardized tests, he says, most end up with lower grudes. The usual explanations range from poor schools to a history of discrimination-and he says such factors undoubtedly play a role. But Mr. Steele, who is black, says something else is at work.

"The culprit I see is stigma, the endemic devaluation many blacks face in our society and schools," he says in The Atlantic. "This status is its own condition of life, different from class, money, culture."

'We Share a Background'

If it seems oddly familiar for a black professor named Steele to be writing about race and education. there's a reason.

Claude Steele happens to be the twin brother of Shelby Steele. In 1990, Shelby Steele, a professor of English at San Jose State University University, and Philip Uri Treisty, outlined his views on race in the man, a mathematics professor at controversial best seller The Conurged self-help as the best way for basis for the University of Michiand minority-student achievement. blacks to succeed in the American gan project, has four components: mainstream.

forms our work," says Claude Steele of his brother, "but from there we're very independent."

While one brother chose an acature, the other followed the path of the social scientist. Whereas Shelproblems many black people face, movement, he says, and raised Claude Steele says that a central their children in an atmosphere problem for place at the people—even those trying not to be non-violence were much discussed. (ific questions needing answers."



Claude M. Steele: "The culprit I see Is stigma, the endemic devaluation many blacks face in our society and schools."

prejudiced-continue to devalue what black youths can achieve.

Claude Steele shies away from commenting on his brother's ideas, saying only, "I respect his work." Shelby Steele could not be reached for comment, but in the past has said he is reluctant to talk about his

family in the press. Supported by a federal grant, Claude Steele is studying the relationship between educational performance and feelings of racial vulnembility. He says a growing body of evidence shows that the academic performance of black students improves if the racial vulnerability

they feel in school is reduced. Many schools and colleges have remedial programs to bring black students "up to speed" academically, but those are exactly the wrong approach, he says. "Being treated as 'at risk," he says, "con-

firms their worst fears." He advocates a different formula, based on his own findings and on the much-publicized work of educators like James P. Comer, a professor of child psychiatry at Yale

Challenge black students academi-"We share a background that in- cally. Make them feel valued, Avoid programs that segregate. the mainstream curriculum.

demic career in writing and literaway you believe they have ability."

Mr. Steele traces his own suc-

Born in 1946, he was raised in a working-class household outside of Chicago. He earned his doctorate in psychology from the Ohio State University in 1971 and taught at the Universities of Utah, Washington, and Michigan from 1971 until last year. Stanford recruited him, and

he joined the faculty there last fall. Michigan was sorry to see him go. Says Robert B. Zajone, director of the university's Institute for Social Research: "He is one of the very few people I know who can perform abstract analyses of a problem without losing a sense of compassion for the social aspects."

Research on Addiction

Besides his work on race, selfesteem, and schools, Mr. Steele's other academic specialty has been research into alcohol addiction, for which he has received six federal

Five years ago, he began applying the theoretical work he had been doing on the concept of selfesteem to the practical issue of educating minority students.

He is now the lead researcher on a three-year, \$389,000 grant from the National Institute of Mental The formula, which is part of the Health for his work on self-estcem different projects, including the one involving Michigan freshmen.

Ultimately, Mr. Steele plans to And present black culture as part of write a book on his findings and his views about boosting the achieve-By doing so, he says, "you're ment of black students.

Much more research needs to be done, Mr. Steele says, to find effective ways to erase the educational by Steele argues that racism is no cess, in part, to his parents. They deficits of minority students. He by steele argue and the were active in the early civil-rights adds: "People think they know solutions are a matter of politics. problem for black students is how where ideas such as integration and They don't think of them as scien-

Most scientists believe that universities are lax in investigating scientific niisconduct, according to a new poll conducted by the American Association for the Advancement of

For the poll, the AAAS selected 1,500 of its members at random and mailed them questionnaires. The association received 469 responses that could be used, and it published the results in the March 27 issue of

About 44 per cent of the AAAS members who were polled said they believed the incidence of fraud had stayed the same over the past decade. Thirty-seven per cent believed it had increased.

Members were asked in the questionnaire to divide up responsibility for matters of scientific misconduct among those participating in scientific research and setting science policy. The survey respondents saw the directors of laboratories as playing a key role in preventing scientific misconduct and investigating any allegations of it.

An astronomy experiment that had been delayed for six years because of the explosion of the space shuttle *Challenger* was finally lifted into space last week aboard the shuttle Atlantis.

The experiment involves an unusual instrument, called the Far Ultraviolet Shuttle Telescope, or FAUST, which will be monitored by astronomers at the University of California at Berkeley.

The telescope will examine objects with temperatures of about 20,000 to 200,000 degrees Fahrenheit that emit high-energy radiation in the far-ultraviolet end of the electromagnetic spectrum. which is blocked by the earth's

Such objects include young stars in the process of formation, clouds of hot gas and debris left by exploding stars, and active galaxies.

C. Stuart Bowyer, a professor of astronomy who heads the experiment, says he and the other researchers hope to use the information gathered during the eight-day mission to chart the evolution of galaxies and to develop a history of star formation in the Milky Way.

FAUST is an example of how scientists can creatively recycle and upgrade old instruments. The telescope was built by French scientists at the Laboratoire D'Astronomie Spatiale in Marseilles in the early 1970's and was lofted into space aboard several French rockets before becoming part of a 1983 Spacelab experiment involving scientists from France and the United States.

In 1984 the Berkeley scientists added a new electronic detector to the telescope to find fainter objects. The instrument was scheduled to be used on a 1986 shuttle mission, but that flight was canceled after the Challenger explosion earlier that

Scholarship

Social Scientists Again Turn Attention to Religion's Place in the World

Growing number of researchers investigate the role of the spiritual in people's lives

By ELLEN K. COUGHLIN

Doubters who want further evidence that God is not dead should look to the growing body of research by social and behavioral scientists on the impact of religion in people's lives.

Prompted both by intellectual trends and by headline-grabbing events around the world, more and more political scientists, psychologists, and sociologists have been studying the role of religious helief in politics, society, and individual well-being.

The importance of religion is not news to anthropologists, who have always studied it as part of their investigation of human cultures. But in other social sciences, an appreciation of its role is growing-a research trend that began slowly in the late 1970's but has lately been gathering steam.

In the last few years, researchers say, an increasing number of articles on religion have appeared in the mainstream socialscience journals. New jobs have opened up and new courses are being offered. And a growing number of sessions at scholarly conferences are devoted to the subject. Interest in exploring the influence of religion on everything from mental health to voting behavior has spread even among social scientists who would not consider religion their main research focus.

"There seems to be in Islam, in Judaism, n Christianity, in American Evangelicalism a tremendous staying power, and that staying power impacts on the polity." says Gerard F. Rutan, professor of political science at Western Washington University. "To ignore it is to ignore a dynamic factor in political life."

Period of Profound Skepticism

Social scientists' interest in religion follows a long period when, as a group, they were profoundly skeptical about its importance, but that has not always been so. In the late 19th century and the early part of the 20th, the significance of the spir-

itual in human life was an accepted idea in the social and behavioral sciences. Many of the founding thinkers in those fieldsincluding the social theorists Max Weber, Emile Durkheim, and Karl Marx, and the psychologist William James-were interested in religion and produced important work on the subject.

But starting in the 1930's, and continuing through much of the next four decades, social scientists lost interest in religion.

In part that was due to the rise of behav-

"If you're going to discuss the significance of Super Tuesday, you discuss it at your perii if you don't understand

the religious dimension of the American South."

iorism and positivism, two powerful and related schools of thought in the social and behavioral sciences that assigned primary importance to phenomena that were tangible and measurable. In addition, influential theories concerning the process of modernization fostered the belief that, as societies became increasingly industrialized and technologically sophisticated, the world would become more secular.

"Very much tied into the core of the discipline," says Mary Jo Neitz, associate professor of sociology at the University of Missouri at Columbia, "is the idea that religion is something extremely important in traditional societies but that, with the rise of modernity, religion became superfluous, something that no longer worked and would die out."

Events of roughly the last two decades gave the lie to that.

In the 1970's, many American families

Largest Telescope Mirror in U.S. to Be Made in U. of Arizona's Football Stadium

By KIM A. McDONALD

A team of researchers working in the Mount Palomar in California. east wing of the University of Arizona's The Arizona effort represents the culmifootball stadium is preparing to make scientific history this week.

The project, despite its location, has nothing to do with football or sports science. Instead, the scientists will use a mirror-making laboratory in the stadium's spacious quarters to construct the largest telescope mirror ever built by U.S. astron-

Using 10 tons of Pyrex-like borosilicate glass, a gigantic ceramic mold, and a 21foot-tall rotating oven, the Arizona researchers will begin this week to cast a bowl-shaped, honeycombed disk 6.5 meters, or 256 inches, across-a full 1.5 meters larger than the historic 200-inch mirror

cast in 1934 for the Hale telescope on

nation of a decade of research by Roger Angel, a professor of astronomy and optical science at Arizona, aimed at making low-cost, lightweight mirrors for a new generation of powerful but compact ground-based telescopes.

Since 1983 Mr. Angel and his colleagues have used their new technology to construct seven smaller mirrors-ranging in diameter from 1.2 to 3.5 meters—some of which are now being successfully used in telescopes.

But the casting of the 6.5-meter mirror, Mr. Angel says, represents the real test of whether his revolutionary design will be Continued on Page A10

Much of the new attention to religionic the social and behavioral sciences has gone hand in hand with an increasing interest among researchers in culture and cultural

were torn apart as young people were

drawn into the new religious "cults." Lale

in the decade, the year-long captivity of

American-embassy workers in Iran attest

ed to the power of Islamic fundamental

ism. In the early 1980's, with Ronald Res-

gan in the White House, the influence of

the religious right in the United States

reached its peak. In the last several years

in this country, the debate over abortion

has grown increasingly rancorous-fueled

in part by religious beliefs. And those are

only some of the most widely noted exam-

Here, clearly, were things that a beha-

viorist or a positivist approach could not

explain. The world-or at least big por-

tions of it—was not becoming more secu-

"Academies assumed that religion

would just pass away as we moved toward

a more rational world view, but it hasn't

worked that way," says David C. Leege,

professor of government at the University

of Notre Dame. "Those people who, in the

'death of God' days, forecast seculariz-

tion just missed the mark."

Interest in Culture

diversity. Ethnicity has become a hot top ---prompted in part by the influx of new immigrant groups to the United States and the rise of ethnic conflict in the former 80viet Union and Eastern Europe—and religion is understood to be intimately tied to ethnic identity.

"In the social sciences generally, there is much more interest than there used to be in the general field of culture, in the great variations across the globe in identities, nationalisms, and so forth," says Roland Robertson, professor of sociology and religious studies at the University of Pittsburgh. "That is the general ground on which has occurred this upsurge of interest in religion."

Researchers' interest in religion and spirituality has followed roughly the same trajectory in psychology, political science, and sociology, but the subject has fared somewhat differently in each field.

In many ways, psychology has proved to be the toughest nut to crack, and there is still some resistance, which researchers at tribute to the continuing, albeit declining influence of behaviorism and of Freudian psychoanalytic theory, both of which give short shrift to religion.

A partial consequence of the impact of those two theories is the sense that, in many ways, the social sciences in general, and psychology in particular, have replaced religion.

"One of the realities is that psychological gists as a group are not very interested in religion and are even suspicious of it." says David M. Wulff, a professor of psychology at Wheaton College in Massachusells, "It has also been argued that psychology today is called to answer the quesions that are traditionally answered by reigion—the nature of man, and so forth. In effect, religion and psychology have become alternatives."

Nevertheless, recognition that a person's religious or spiritual values can play an important role, for better or worse, in personality and mental health has been gradually building among both clinical and academic psychologists, researchers say. The American Psychological Association's Division 36, made up both of scholars and of practitioners interested in religion, has some 2,000 members—in terms of size, about the median among the association's nearly 50 interest-group divi-

Indeed, says Allen E. Bergin, professor of clinical psychology at Brigham Young University, the field has reached the point at which researchers are now attempting to move from considerations of whether religion is good or bad to more sophisticated kinds of questions: How should a religious orientation be measured? What kind of theory of personality results when the concept of spirituality is added to traits and conditioned responses? Is a person's sense didentity affected by the feeling that he or she can communicate with a transcendent welligence? How might that affect psy-

"Now questions are addressed to the complex way that religious upbringing and conversion and belief are intertwined with personality," says Mr. Bergin.

"It does mean that the field is matur-

Debates About Secularization

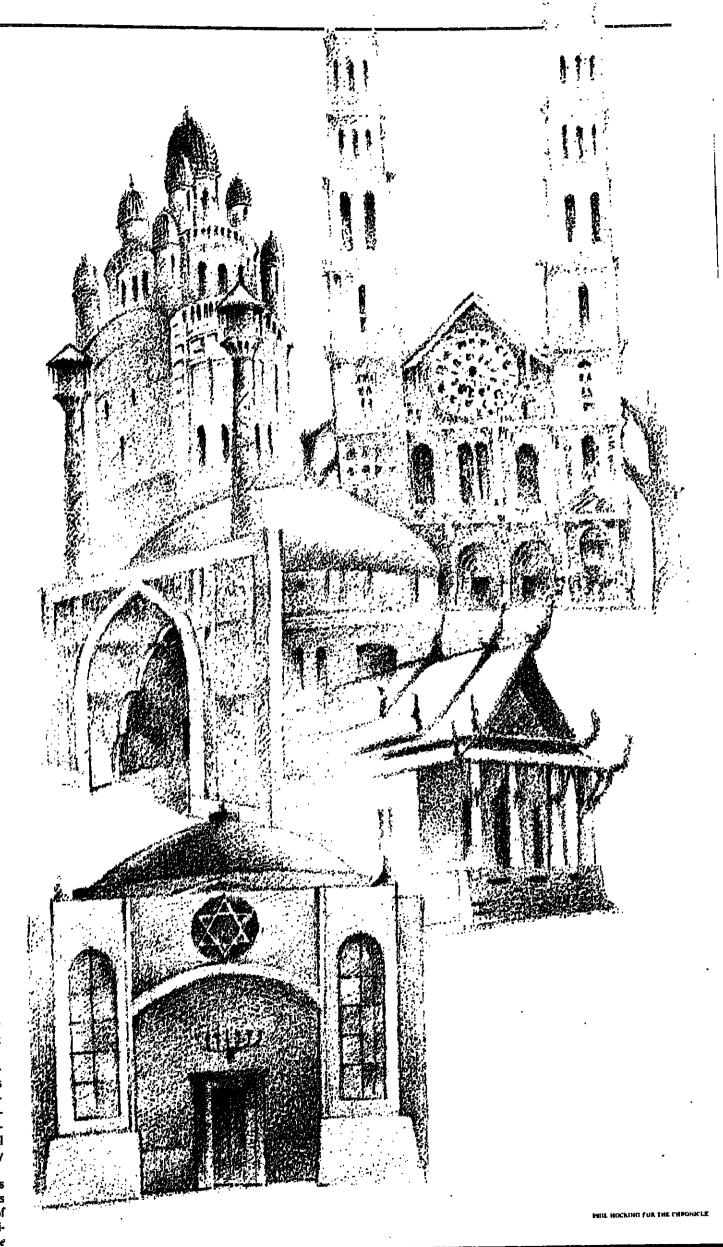
Incontrast to some psychologists, probably no political scientist in the United States would scoff at the idea that religion and religious belief can be a powerful motivator in political behavior -- largely as a result of the remarkable rise of the religious right in this country. In the last few years, the study of religion has grown in virtually M subfields of political science, scholars ^{lay, b}ut probably nowhere more so than in the study of American politics.

"If you're going to discuss the significance of Super Tuesday, for example, you discuss it at your peril if you don't understand the religious dimension of the American South," says Mr. Rutan of Western Washington University. "In the American South things may be looked at differently from suburban Chicago, and it's not because the weather is different."

Political scientists are looking at such pestions as how involvement in church "Zations can encourage participation m politics, how religious beliefs affect exectations of the political order, and how religious leaders give political "cucs" that ^{can} influence church members.

In sociology, too, questions about religion, and especially about religious groups, are providing a window on sublects of long-standing interest to researchers: how organizations work, how institulions respond to social change, how social novements occur and what impact they

One of the most persistent questions among sociologists of religion, researchers say, has to do with the twin concerns of modernization and secularization: Is soci-Continued on Following Page



From Mystical Experiences to Church Bazaars, Researchers Track the Impact of Religion

When social scientists say they are studying religion, they mean religion in its broadest possible conception--from any kind of experience of the transcendent to working on a church bazaar.

But all of those things can affect people's attitudes and behavior, and the wide variety of social-serence research on religion shows the sometimes surprising and subtle ways in which that happens.

"Religion is very powerful," says Sidney Verba, professor of government at Harvard University, "but it has a very complex im-

Political Participation

Religion has turned out to be a more important factor in encouraging political participation than Mr. Verba or his collaborators in a large-scale survey project expected. "We're finding that religion is playing a very significant role." he says, "We hadn't fully anticipated how interesting the results would

Mr. Verba and three other professors of political science—Henry Brady of the University of California at Berkeley, Norman Nie of the University of Chicago, and Kay Lehman Schlozman of Boston College—are in the midst of a study of several years' duration of how and why people become active in politics, broadly defined.

For the study, 2,500 people across the country were extensively interviewed about their involvement in a whole range of organizations and activities-from political campaigns to churches and synagogues, to softball leagues and sewing clubs. Religion was only one of several factors investigated, says Ms. Schlozman, but its importance became more and more evident as the analysis of the data pro-

The researchers found, among per cent said they had done so in

Social Scientists **Again Study Role** of Religious Belief

Continued From Preceding Page ety, particularly American society, becoming more secular or more religious, and how should that he

"That's a hotly debated question," says Robert Wuthnow, professor of sociology at Princeton University. "Some say religion is as strong as ever. Some say, 'Perhaps, but it's strong in a different

Indeed, says R. Stephen Warner, professor of sociology at of the Institute for the Study of the University of Illinois at Chica-20. some researchers, himself in- look at church groups in communicluded, are attempting to come up ties that are undergoing rapid takes religion into account-since immigration, economic downturn, it is now clear that a society growing more modern does not neces- velopment. The study will focus on sarily become less religious.

"There is a long-standing irritation, a scab, in the field, and it is Angeles. the question of religion and modemization," Mr. Warner says, communities is completed. Ms. "That concept of social change has been thrown into great disarray be- leagues will closely study two conworld today."



Religion is a powerful but complex influence in people's lives, researchers say. Above, a Christian hard-rock concert at the Cornerstone Festival in Chicago.

church activities—not only wor-

projects-offered members a

skills that they could not acquire

elsewhere. For example, Mr. Ver-

ba notes, among the respondents to

the study who are black and have

less than a high-school education,

an "infinitesimal" proportion re-

make a speech on the job, but 30

"We think our research," says

Mr. Verba, "which is contempo-

rary research with a very large sta-

tistical data base, is touching on

some of the historically most im-

portant institutions and divisions in

Nancy T. Ammerman, associate

professor of the sociology of reli-

gion at Emory University's Can-

dier School of Theology, is just em-

barking on a similarly large-scale

study of how religious congrega-

tions respond to social change in

The project, which Ms. Ammer-

man is directing under the auspices

Economic Culture in Boston, will

change as a result of such things as

and the spread of metropolitan de-

six cities-Atlanta, Boston, Chica-

go, Detroit, Indianapolis, and Los

Ammerman says, she and her col-

Once an initial survey of the

their church.

American politics.'

Response to Change

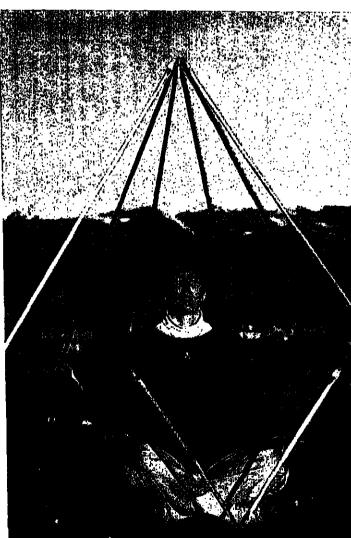
their communities.

other things, that involvement in sent a mix of denominations; sizes, "that try to bury their heads in the and orientation toward liberal or sand. We think we'll find some that ship, but also such things as social conservative beliefs. One of the try to be very pro-active in terms of at the University of Tennesses events and community outreach aims of the study, she says, is to developing new programs. There Chattanooga, has been studying "get a handle on the kinds of things will probably be folks who go into

chance to develop certain kinds of

that make for different responses." various kinds of survival modes, "We think we'll find some con-trying to say why we should stay gregations," Ms. Ammerman says, the way we are in spite of change."

Hood, Jr., professor of psychologic ligious experiences, especial mystical experiences: Who repos them? How are they triggett! What language is used to describe



cause of what's happening in the gregations in each. The congregaitions, not yet chosen, will repre-

Mystical Experience

Mr. Hood has talked to people who report having overtly religious mystical experiences, as well as those who have had drug-induced ones. He has observed high-school students in the wilderness. He has put people in "isolation tanks." in which they are suspended in a solution like a warm bath in an environment devoid of sound and light.

Over the years he has learned a lot about the people who have mystical experiences. One of the stercotypes, Mr. Hood says, is that such people are at least unstable, if not pathological.

"That's simply not true." k says. "Mystical experiences are reported across the range of personality types. Insofar as people are willing to explore the totality of experience, they will be more open to the mystical."

Mr. Hood has also found intriguing links between drug-induced and explicitly religious expenences. Those who joined the drug culture of the 1960's, he says, took drugs to alter their physiological states. That is not unlike the way in which such things as incense, calldles, durkened churches, or kneeling and staring at a crucifix canalso send "physiological signals." ht

"The emergence of the early drug movement," says Mr. Hood. "was a classic effort of religious revival that was missed by mainstream American churches.'

-ELLEN K. COUGHLIN ALIAC is a wholely owned submideary of Arena Life and Camelly Company

"Aetna Life Insurance and Annuity Company has essentially no risk in its investment portfolio."

-Standard & Poor's

Who says you can't find good news in the business section? At a time when most people would rather skip the business section and turn right to the comics, Aetna Life Insurance and Annuity Company has some very good news. Moody's reports, "ALIAC's asset quality is excellent." Duff & Phelps says ALIAC has "the highest claims paying ability" and a "high quality, conservatively managed investment portfolio." This may be the best news our customers read all day. Aetna. A po

U. of Arizona to Make Gigantic Telescope Mirror

Continued From Page A6 capable of producing flawless telescope mirrors as large as 8.5 meters in diameter.

"This is very much the proof for the eight-meter mirror," he says. "I'll feel very comfortable, when this comes out, that eight-meter mirrors are something that will

For the past two years, engineers at Arizona's mirror laboratory, a part of the university's Steward Observatory, have been working to upgrade and expand their rotating furnace, a pie-shaped oven 39 feet in diameter, to enable it to handle the production of telescope mirrors 6.5 meters to 8.5 meters

By heating and rotating the mirror, the scientists are able to use centrifugal force to push molten glass up along the sides of the ceramic-liber mold within the oven, creating a bowl-shaped, parabolic surface. This greatly reduces the costly grinding—and wasted glass-that is often needed to bring a telescope mirror to its final, desired shape.

casting of the 6.5-meter mirror will take about three months—about twice the time needed for a 3.5-meter mirror, mainly because of the longer cooling time required. The arduous tasks of grinding and testing the mirror will take even longer. Mr. Angel estimates that the fully polished mirror won't be ready until the spring of 1994.

The mirror will be polished with a computer-controlled device to eliminate any imperfections greater than four millionths of an inch in height, or one-five-hundredth the width of a human hair. A laser beam will be used at regular intervals during the polishing to assure that the mirror is perfectly smooth. To make certain that vibrations don't interfere with the laser-beam tests, the scientists plan to place the mirror on a tower supported by inflated cushions.

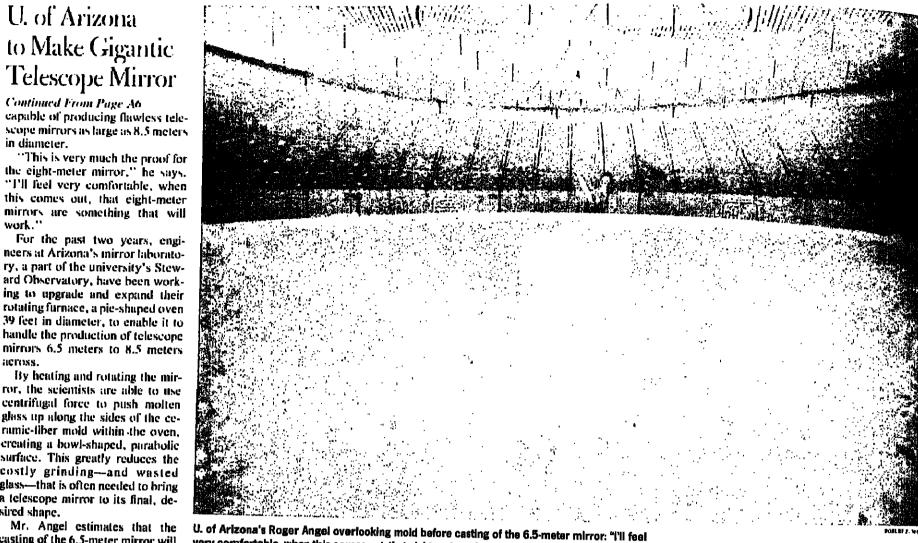
The finished product will then be given a reflective aluminum coating before it is installed in the Multiple Mirror Telescope, or MMT, on Arizona's Mount Hopkins.

Greater Field of View

The MMT, which is operated by the University of Arizona and the Smithsonian Astrophysical Observatory, now has six small mirrors that give the telescope the lightgathering power of a single 4.5-meer mirror. Mr. Angel says their re- mirror's casting, the temperature placement with the 6.5-meter mir- of the mold and glass will be graduror will double the telescope's light-gathering power and give the MMT a field of view—the amount of sky that can be viewed at any one time-greater than any of the new generation of large telescopes now being constructed.

In spite of his successes with smaller mirrors, Mr. Angel is cautious about predicting the outcome of the casting of the 6.5-meter mir-

"Because of the technological telescope mirror has ever been cast over a period of five hours and the



very comfortable, when this comes out, that eight-meter mirrors are something that will work."

without initial failure, and we have rotation of the oven will be slowed of the mirror's body, produced by to be prepared for that."

The five-meter mirror for the Hale telescope, for instance, required two casting attempts. So, too, did a six-meter mirror constructed by Russian scientists in any design and the materials he make the mirror one-fifth the 1976 for a telescope that has since had major optical problems. Euro- searchers to avoid some of the oth- those used in the Hale telescope pean telescope designers, mean- er problems that have plagued the and the Russian design. while, had to make five castings of builders of other large telescope "If you make a solid mirror," an eight-meter mirror that will be mirrors. The honeycomb structure Mr. Angel explains, "it's like a caduplicated for a series of four large telescopes in Chile before they were able to produce one without a

Mr. Angel hopes to avoid some of the problems that could arise in his mirror by strengthening the mold containing the glass. With a much larger mass of glass than that used in the 3.5-meter mirrors, he says, the pressure of the molten glass—and the tendency for it to leak from the mold—is much great-

Other problems may be more difficult to avoid, he says, such as the tendency for such a large mass of glass to undergo a "differential expansion," a process that can introduce cracks.

"There are many things that might happen," Mr. Angel says.

During the first four days of the ally raised to 1,382 degrees Fahrenheit. At that point, the furnace will begin spinning at 7.4 rotations a minute. For the next 12 hours, the scientists plan to increase the oven's temperature to 2,156 degrees, converting the 10 tons of glass chunks into a spinning, molten mass.

Three Months of Slow Cooling

Once the mirror has assumed its desired parabolic shape, the temchallenges," he adds, "no large perature will be reduced sharply.

to half a rotation a minute in prepamelting the glass over more than ration for the slow cooling, or an- 1,000 hexagonal ceramic-fiber nealing, that will take place over blocks in the core, for example, is the next 21/2 to 3 months.

Mr. Angel hopes his revolutionuses will allow the Arizona re- weight of a solid mirror, such as

intended to make the mirror's sur-

Ohio State U. Agrees to Pay \$1.8-Million for Withdrawal From Telescope Project

has agreed to pay the University tion of the telescope in jeopof Arizona and Italy's Arcetri ardy. Astrophysical Observatory a to- Mr. Emerine said the \$1.8accompanying story).

Couldn't Pay Its Share

Steve Emerine, a spokesman for Arizona, said the proposed \$2.5-million worth of observing settlement was based on Ohio time once the telescope is comcurred by the three partners as million price tag, that would of last September, when Ohio amount to about one twenty-State withdrew from the effort fourth of the instrument's use. to construct an 11.3 meter telescope, known as the Columbus president for research at Arizo-Project, in southeastern Arizo-

The telescope would use two 8.4-meter mirrors that are to be groups that had expressed an inconstructed at Arizona's mirror terest in joining the partnership.

Ohio State officials said their ner to take Ohio State's place university had withdrawn from within a month and a fourth the project because it was unable to pay its \$15-million share. year or two. Their decision, however, an-

TUCSON, ARIZ. gered the project's other two The Ohio State University partners and put the comple-

tal of \$1.8-million to settle a dis-million proposed settlement, pute caused by Ohio State's which has been agreed to by Arwithdrawal from a partnership izona officials and is now being to build a telescope using Arizo- reviewed by the Arcetri obserna's new mirror technology (see vatory, would be in addition to the \$700,000 that Ohio State has already paid the partnership.

In return, he said, Ohio State astronomers would be given expenses in pleted. Using its present \$60-

Two eight-meter mirrors will then be constructed for separate Michael Cusanovich, vicetelescopes in the Northern and Southern Hemispheres that are bena, said his institution and the ing planned by a partnership con-Arcetri observatory had been sisting of the National Optical Asnegotiating with four other tronomy Observatories in Tucson. Ariz., Canada, and England. In addition, Mr. Angel says, two 8.4-meter mirrors will be made for He said he expected a third partthe Columbus Project, an effort by

-KIM A. MCDONALD

■ Method of growing nerve cells could help repair brain damage ■ AIDS drug AZT is said not to harm pregnant women or fetuses ■ Survey tracks physical and emotional health of indian vouths

their fetuses."

RESEARCH NOTES

A new method of growing Mere cells might eventually be ged to repair what is now conidered to be permanent brain

damage, researchers say.
Samuel Weiss, a professor of permissionce at the University of (algary, and Brent A. Reynolds, a paduate student there, report in the March 27 issue of the journal cience that they have been able to make nerve cells taken from adult _{sice} divide.

The achievement contradicts the ammon scientific belief that nerve alls in mammals cannot divide afr birth. While some scientists have been able to find a few cells in beadult mammalian brain that diwith such cells have generally gred support functions rather un communicated with other

The inability to find communicaing cells that divide has discourand scientists scarching for ways noteat brain disease and injury. in the new research, the Univermy of Calgary investigators took isse from the region of the adult mose brain known as the striam. The tissue was broken down

thedral wall. The heat can't get out

Another bonus of the honer

comb design is that the reduction

mass and the increase in the art

exposed to the atmosphere-with

the addition of the more than 1,000

cavities-should allow the mirror.

when it is in place, to be more easi-

ly cooled to the temperature of the

night sky, reducing optical distor-

The problems that arose in the

European mirrors, Mr. Angel says.

were enused largely by the use of a

costly glass-ceramic composite

that made the thin, solid mirrors

resistant to thermal problems but

also prone to cracking from uncon-

trolled crystallization within the

Eight-Meter Instruments Next

Borosilicate, the Pyrex-like glass

that is being used in the Arizona

mirrors, "is less expensive," Mr

Angel adds, "and doesn't have

Mr. Angel says that, following

successful casting of the 6.5-meler

mirror, the laboratory plans to cast

another 6.5-meter mirror for a tele-

scope called the Magellan Project

that will be built in Chile by Arizo

na and the Carnegie Institution

Arizona and Italy's Arcetri Astro-

physical Observatory to build the

world's largest and most powerful

telescope on Mount Ornham in Ari-

Washington.

problems with crystallization."

material.

tions in the telescope.

for many hours."

isto single cells. Begientists were able to iden-你 "stem cells" similar to embrymicells that are capable of creating different kinds of nerve cells. When the stem cells were expsed to a substance known as epidemal growth factor and given a surface to which they could stick. bey divided and formed spherical climps. Both astrocytes, or support cells, and neurons, which do the central work of the brain, were produced from the division.

The new technique, the researchers say, could be used to cre-^{ale many} human nerve cells from only a few cells so scientists could

Also, they say, scientists will be all to study the conditions under which nerve-cell division can be induced. Using that knowledge, physicians may be able to heal brain injuries by promoting the production of new nerve cells in selected areas of the brain.

The drug most frequently used to treat AIDS does not ap-Pear to harm pregnant women or their fetuses, researchers say. Rhoda S. Sperling, a professor of letrics, gynecology, and reproductive science at the Mount Sinai Medical Center, with researchers from 10 other academic medical centers and the National Institute of Child Health and Human Development, studied the medical histones of 43 pregnant women who and received zidovudine, or AZT, during pregnancy. The scientists reported the results of their research in the March 26 issue of The New England Journal of Medicine. In an editorial in the same issue. two physicians from Columbia University-Harlem Hospital Cener said women and children with Albs were not getting enough at-

tention from Atos researchers, born anemic, and two grew slowly

"five years after the first report of the value of zidovudine in the treatment of thy infection, do we have treatment with AZT. the first, if rather fragmentary, report of the effects of this antiretro-

viral drug on pregnant women and In the study, the scientists said AZT did not appear to be associated with birth defects or premature

health of Indian youths.

"Only now," said the physicians, while in the uterus.

Those problems, the researchers said, might be associated with

One in six American Indian teen-agers has attempted suicide, say researchers who conducted an extensive survey of the Association.

Robert W. Blum, a professor of the Association of American Medical Colleges, gave questionnaires to American Indian junior-high and high-school students from 50 different tribes in 15 states.

The researchers received completed questionnaires from 13,454 of them. The results were pub-

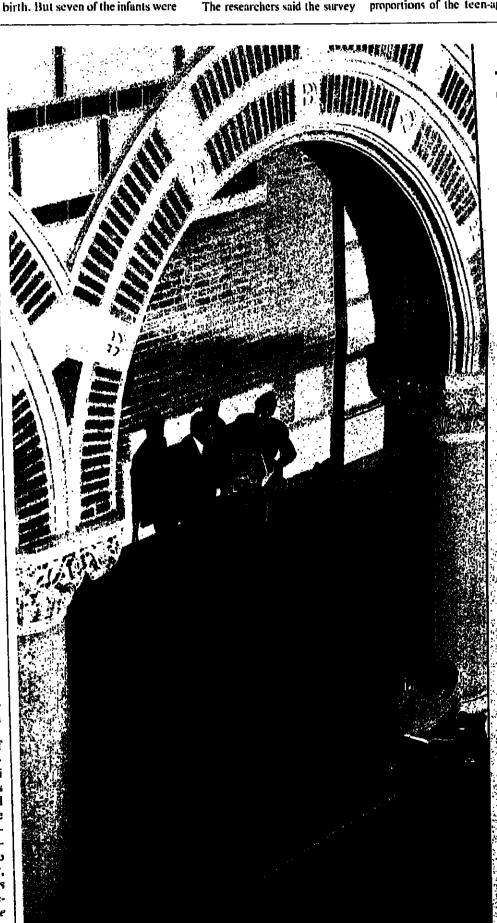
proportions of the teen-agers had na.

had revealed high rates of physical been victims of physical violence. problems and emotional distress. One fifth of the students reported among American Indian teen, that they had been knocked incon-

Almost 60 per cent of the 8thpediatries and adolescent health at dents said they either never drank the University of Minnesota Hos- alcohol or drank it only occasionalpital and Clinic, with other re- ly. But as American Indian boys searchers from the university and grew older, their drinking rates exceeded those of white male teenagers in similar rural areas. By the 12th grade, one-fourth of American Indian boys were drinking more than three drinks on at least one occasion in a week.

American Indian teen-agers of both sexes appeared to use drugs lished in the March 22 issue of The more often than their white rural Journal of the American Medical counterparts. Fifty per cent of American Indian high-school stu-The researchers found that high dents reported they used marijua-

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Compiled by NINA G. AYOUB The following list has been compiled from information provided by the publishers. Prices and numbers of pages are sometimes approximate. Some publishers offer discounts to scholars and to people who order in bulk.

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Black Critics and Kings: The Hermeneutic of Power in Yoruba Society, by Andrew Apter (University of Chicago Press; 280 pages; \$39.95 hardcover, \$17.95 paperback). Shows how Yoruba forms of citua back). Shows how Yoruba forms of situal and knowledge have shaped the ethnic group's relations with the Nigerian state. In the Midst of Life: Affect and ideation in the World of the Tolal, by A. L. Epstein (University of California Press; 327 pages; \$45). Integrates the study of emotions into anthropology through a profile of the emutional life of a Papua New (Linguage neonle whose bullefe about death

Guinea people whose beliefs about death shape most aspects of their culture.

ARCHAEOLOGY

beria Bofore the iberians: The Stone Age Prohistory of Cantabrian Spain, by L nwrence Guy Straus (University of New Mexico Press; 352 pages; 540). Discusses the prehistory of the northern mounta ous region of Cantabria from the Lower Paleolithic to the Neolithic cras.

Shaping the Netherlandiah Canon: Karel van Mander's "Schilder-Bosck," by Wal-ter S. Melion (University of Chicago Press: 359 pages; \$45). Explores the concents, sims, and critical influence of the Dutch painter's 1604 treatise, Book on

strategic Bankruptcy: How Corporations and Creditors Use Chapter 11 to Their Advantage, by Kevin J. Delaney (University of California Press; 223 pages; \$23). Considers how companies have \$23). Considers now companies have used bankrupicy to pursue particular or ganizational and political objectives: fo-cuses on Continental Airlines, Texaco, and the Johns-Manville Corporation.

CLASSICAL STUDIES

The "Metamorphoses" of Agulejus: On Making an Ase of Oneself, by Carl C. Schlam (University of North Carolina Press: 186 pages; \$24.95). Explores comic. philosophical, and religious aspects of Metamorphoses tolso known as The Golden Ass), a saliric novel by the second-century Roman writer Applicias, who recounts the adventures of a man who has been transformed into n donkey.

Black Resistance in High School: Forging a Separatist Culture, by R. Patrick Solonion (State University of New York Press; 159 pages; \$44.50 hardcover, \$14.95 paperback). Analyzes the conflict between school authorities and working-class West Indian students in a metropolitan Toronto high school.

POLKLORE

Old Tales and New Truths: Charting the Bright-Shadow World, by James Roy King (State University of New York Press: 267 pages; \$44.50 hardcover, \$14.95 paperback). Considers, among other things, how knowledge of fairy

tales and folk tales can enhance a per-son's experience of the world.

Communist Parly in 1919.
Indiane, Settlers, and Slaves In a Frontier
Exchange Economy: The Lower Mississippi Valley Before 1783, by Dinici H.

Usner, Jr. (University of North Carolin

\$12.95 panerback). Explores networks o

communication and exchange among black, white, and Indian inhabitants of

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the Garden State, by Gertride Wishnick Dubrovsky (University of Alabamia

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Princeton University announces the Hannah Seeger Davis post-

After a California Earthquake: Attitude and Behavior Change, by Risu Palm and Mi-chael Hodgson (University of Chicago Press; 134 pages, 515). Presents the re-sults of surveys that measured percen-trons of earthquake risk among 2,500 northern California homeowners before and after the 1989 Loma Prieta quake.

The Color of Their Skin: Education and Race in Richmond, Virginia, 1954-89, by Robert A. Pratt (University Press of Virginia: 134 pages; \$22,95). Traces the history of a 35-year cycle of segregation desegregation, and re-segregation, and shows how the city's schools went from being 57 per cent white to 88 per cent black, with a simultaneous decreuse in

support for public education.

Conflicting Loyalties: Law and Politics in the Attorney General's Office, 1789-1990, by Nancy V. Baker (University) Press of Kansas; 264 pages; \$25). Exam ines how 75 U.S. Attorneys General have leult with conflicts between their roles as Cubinet members and their duties us chie law officers of the United States; events

law officers of the United States; events discussed include the Red Scare of 1919-20. The Teapot Dome semidal, and the Watergate and tran-contra affairs.

Constitutional History of the American Revolution: The Authority to Legislate, by John Phillip Reid (University of Wisconsin Press; 495 pages; \$35). Discusses the legality of the parliamentary legislation that was used by the American Continental Congress as a justification for its tinental Congress as a justification for its

rebellion against Britain. Elsenhower and the Anti-Communist Cru sade, by Jeff Brondwaler (University of North Carolina Press; 304 pages; \$34,95). Describes the federal-employee-security program and other aspects of the Eisenhower Administration's anti-Communist campaign; argues that while he Jespised Sen. Joseph McCarthy, the President was a committed anti-Communist who often showed little regard for civil libertles.

Formation of the Modern State: The Otto-

romation of the Modern State: The Otto-man Empire, Sixteenth to Eighteenth Conturies, by Rifa'at 'Ali Abou-El-Haj (State University of New York Press: 155 pages; 539.50 hardcover, \$12.95 paper-back). Challenges a "particularist" em-phasis in previous historiography on the Ottoman Empire, and suggests a way of studying the Ottomans in relation to their European and Asian counternarts.

uropean and Asian counterparts. Furifier and Asian counterparts.

Frontier Feither: Church, Temple, and Synagogue in Los Angeles, 1846-1888, by Michael E. Engh (University of New Mexico Press; 352 pages; 532.50). Discusses religious and cultural diversity in Los Angeles during its transformation from a Hispanic pueblo of 1,500 to an Angle-Merican city of 50 000.

from a Hispanic pueblo of 1,500 to an Anglo-American city of 50,000.

The Gentael Tradition and the Sacred Rage: High Culture vs. Democracy in Adams, James, and Santayana, by Robert Dawidoff (University of North Carolina Press; 244 pages; \$32.50). Explores attitudes toward democratic culture in the work of the historian Santayana and the novelists Adams and James; also considers how James's and Santayana's homosexuality shaped their writings and cultural awareness.

tural awareness.
How Fascism Ruled Women: Italy, 1922-1948, by Victoria de Grazia (University of California Press; 36) pages; \$29.95). A of California Press; 363 pages; \$29,95). A study of the treatment and experiences of women under Fascism; topics include the female image in propaganda and commercial culture, and women's responses to government efforts to organize thom.

"I Belong to the Working Glass": The Unfinished Autobiography of Rose Pastor Stokes, edited by Herbert Shapiro and David L. Sterling (University of Georgia Press; 216 pages; \$30). Edition of the previously unpublished memoir of the Polish-born writer and political activist who

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Body Mountain West: Colorado, Wyo-ring, and Montana, 1869-1915, by Duate A. Smith (University of New Mexto Press; 304 pages; \$32.50 hardcover \$16.95 paperback). A study of the three unitories and later states histories in an era of economic booms and busts.

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Mothe Bedchamber: The Chinese Sexu-ayage Cassics including Women's Solo Mediation Texts, by Danglas Wile (State University of New York Press: 291 pages; \$59.50 hardcover, \$19.95 paperbek). Translation and study of Chinese ex manuals; the writings, which span to millennia, include much previously

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POLITICAL SCIENCE

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thes, by Linda A. Jackson (State University of New York Press, 36 pages, \$49.95 hardcover, \$16.95 pagerback). n the perception of physical appearance

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he Bettered Woman and Shelters: The So cial Construction of Wife Abuse, by Don-ileen R. Loseke (State University of New York Press; 215 pages; \$44.50 hardcover, \$14.95 paperback). Shows how academ-, media, and governmental depiction

services for such individuals, draws on an ethnography study of a shelter in a medium sized city on the West Coost Community Vorsus Commodity: Tenants and the American City, by Stelle M. Capek, and John I. Gilderbloom (State University of New York Press, 326 pages, \$50 5th bardcover, \$19,95 pages back). study of American tenants' movement

study of American tenants' movements, with a focus on the rent-controlled city of Santa Monica, Cal., and the non-rent-controlled city of Houston.

Women in Engineering: Gender, Power, and Workplace Culture, by Judith S. Mellwee and J. Gregg Robinson (State University of New York Press, 248 pages; \$54.50 hardwover, \$17.95 paper-back). A study of the attitudes, backgrounds, work experiences, and family lives of a group of American women who became engineers in the 1970's and 80's. secure engineers in the 1970's and 80's.

the Sphinz in the City: Urban Life, the Contol of Disorder, and Women, by Hiza-beth Wilson (University of California Press; 191 pages; \$35 hardcover, \$14 pa-perback). Argues, among other things, that urban planners and reformers have attempted to regulate the lives of women. ethnic minorities, and the working class



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The value of expertise.

Stanford University officials have prescribed a year's worth of gender-sensitivity training for a neurosurgeon who was accused of sexism by a colleague.

Gerald Silverberg, the neurosurgeon, has apologized for his actions and agreed to resign from his post as acting director of the neurosurgery department.

Officials indicated that an inquiry into allegations of sexism against Dr. Silverberg had found that some long-time colleagues were highly critical of his behavior. In response, Dr. Silverberg said in a statement, "It was never my intention to demean or insult any women, but it is now clear to me that some things I said or did in jest or from affection were taken as signs of disrespect."

Stanford's action is the latest in a saga that has engaged the medical school since June, when Frances K. Conley, Dr. Silverberg's colleague, amounced plans to resign from the department. She said her decision, which she later reseinded, was to protest the school's sexist environment and its plan to give Dr. Silverberg the permanent job.

David Korn, dean of the medical school, has suggested that after sensitivity training. Dr. Silverberg could still be a candidate to fill the chairman's post. "I believe that with sufficient effort, sexist and other forms of discriminatory behaviors and attitudes can be changed," Mr. Korn said in a statement. He appointed Lawrence M. Shuer as action chairman.

M. Shuer as acting chairman.

Lust week, Dr. Conley, who has denied suggestions that she wanted the job, praised the school's action but criticized the dean for delaying a search for a permanent chairman and for withholding the investigating team's report.

The Association of American Colleges hopes a new handbook and videotape will train professors to be sensitive to sexist behavior before charges are leveled against them.

Both are aimed at helping colleges develop their own workshops without the nid and expense of outside consultants.

The handbook, "Teaching Faculty Members to Be Better l'exchers: A Guide to Equitable and ffective Classroom Techniques." includes a step-by-step guide to conducting workshops. Bernice R. Sandler, a senior associate at the Center for Women Policy Studies, and Ellen Hoffman, a free-lance writer, wrote the handbook. Ms. Sandler developed the videotape, "Brenking the Silence: Equity and Effectiveness in College Teaching," with Myra and David Sadker, professors at American University, The Lilly Endowment helped finance the projects.

The handbook is available for \$12 from the AAC's Publications Dosk, 1818 R Street, N.W., Washington 20009; (202) 387-3760. The videotape is available for \$200 from N. A. K. Productions, 1422 Fenwick Lane, Silver Spring, Md. 20910; (301) 565-0355.

Personal & Professional

CUNY Replaces Embattled Head of Black Studies

Retired Yale professor is named; Jeffries's lawyer says he'll sue

Trustees of the City University of New York last week named a new chairman to replace Leonard Jeffries, Jr., the embattled head of the black-studies department at City College.

For months Mr. Jeffries had been in the center of a furor over remarks he made last summer that were attacked as anti-Semitic and anti-white. His teachings comparing the communal values of African "sun people" with the materialistic values of European "ice people" have also generated controversy.

8-Month Probationary Period

Last October, Bernard W. Harleston, president of City College, recommended that Mr. Jeffries be reappointed as chairman, but only for an eight-month probationary period. The CUNY trustees agreed. The president said he would assess Mr. Jeffries's chairmanship during that period.

The CUNY board last week voted 12 to 0 to appoint Edmund W. Gordon, an emeritus professor of psychology at Yale University and a noted black scholar, to a two-year term as chairman of the troubled department, effective July 1.

Mr. Jeffries, who had been chairman for nearly 20 years, will remain in the department as a tenured professor. He did not return a reporter's telephone calls. However, a lawyer for Mr. Jeffries said he planned to sue the university. Mr. Jeffries told *The New York Times* that the faculty of the black-studies department would not support Mr. Gordon, and called the board's action "an academic lynching,"

However, a university official who requested anonymity said Mr. Harleston had consulted members of the department, including Mr. Jeffries, about the appointment of Mr. Gordon. The official said four of the department's six tenured faculty

Continued on Page A17



Leonard Jeffries, Jr., is reported to have said the black-studies faculty would not support the new chairman and to have called his ouster "an academic lynching."



Camille Paglia: "The idea that there is any open debate in academic feminism today is a lot of crock."

Camille Paglia, Academic Guerrilla, Relishes Her Role as Feminist Scourge

By CAROLYN J. MOONEY

CAMBRIDGE, MASS.
Camille Paglia seizes the podium at Harvard University's Sanders Theater and ignites. Her topic this evening: What's wrong with Harvard. That's with a period, not a question mark.

For the next two hours, the frenetic and fearless author, who teaches humanities at the University of the Arts in Philadelphia, unleashes the attacks that have made her an enemy of feminists and literary theorists and a cause célèbre on the interview circuit. She trashes prominent scholars, tenure, academic conferences, the department system, and, again and again, the French literary theorists Jacques Derrida, Michel Foucault, and Jacques Lacan.

Hurling Insults and Naming Names

She's an academic guerrilla, a firestorm of energy, and above all a performer. Her voice is like an automatic weapon spitting out bullets: She sneers. She taunts. She mimics. She hurls insults. She tells critics to shut up.

And she names names, starting with professors at Harvard—Marjorie Garber, Barbara Johnson, Susan R. Suleiman, and Helen Vendler. But why stop at Harvard? She names more names—Stanley Fish and Eve Kosofsky Sedgwick of Duke University, and more.

Charlatans, she calls them. Toadies. Conference groupies. Pseudo-feminists. Hustlers. Sleazebags. Ass kissers.

The whole time, here in the polished-wood splendor of the Victorian-Gothic theater, standing beneath three crimson plaques that bear the Harvard motto Veritas, Miss Paglia—she prefers "Miss" to

"Ms."—is pounding away at her message. Which is this: Academe is being corupted by trendy feminists and literary theorists who have abandoned scholarly standards and who don't care about beauty or truth or history or nature. While liberals stand around doing nothing, conservatives are taking control of academic reform.

'Get a Gimmick, Get a Critic'

"Today it's like, get a gimmick, get a critic," she tells the crowd of about 800.
"What are we doing wasting our time with these stupid and vulgar theorists?...
"It's such crap."

She recites her mantra: Hate dogma Love art. Love learning.

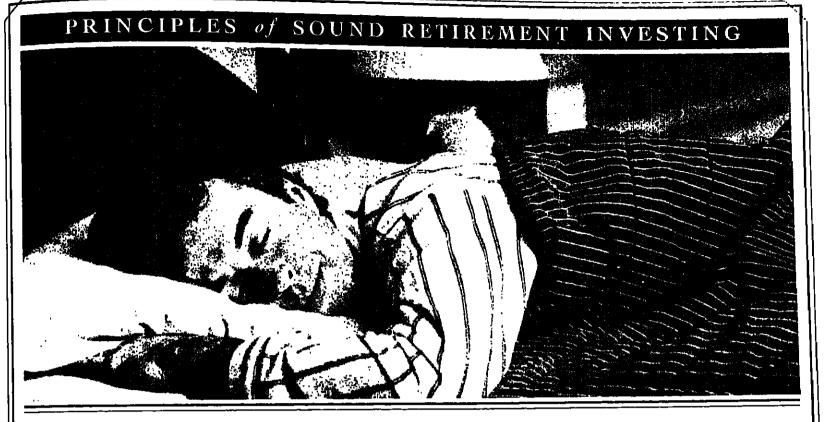
A woman in the audience tells Miss Paglia that some of her remarks sounded like something Joseph Stalin might have said. Miss Paglia brushes her off like a mosquito. "Absurd," she retorts.

Catching the show from the front row is Christina Hoff Sommers, a Clark University philosopher who also has something of a reputation for skewering her fellow feminists (*The Chronicle*, January 15). "I'm such a nice girl compared to Camille," she says later, with a sigh of admiration.

20 Years 'In the Wilderness'

Like many others, Ms. Sommers never heard of Camille Paglia before 1990, when Miss Paglia's first and so far only book, Sexual Personae: Art and Decadence From Nefertiti to Emily Dickinson, was published by Yale University Press. (Vintage Books later published it in paperback.)

ack.)
That's because Miss Paglia had spent the
Continued on Page Al6



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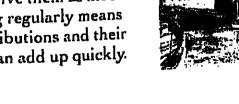
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Barnstorming Anti-Feminist Treats Harvard to an Evening of Vitriol

Continued From Page A14 last 20 years "in the wilderness," researching her book and being rejected, as she tells it, by mainstream academics and feminists who couldn't handle her dissident views on feminism. The recipient of a doctorate from Yale (her mentor there was Harold Bloom), she taught at Bennington College, then held a string of appointments in the early 1980's while searching for a

permanent job and a publisher. Her book has given her the fame she feels is due her. But she says elite universities would never hire her now, either—she's too vicious.

The book is a 718-page treatise that attempts to present a unified theory of Western culture from ancient Egypt through the late 19th century. A second volume and essay collection are in the works.

Chief among the ideas expressed in her book and elsewhere is this: That innate sexual differences mean men and women will always.

Her message Is: Academe is being corrupted by

trendy feminists and

literary theorists who don't care about beauty or truth

or history or nature.

be different-so different that "If civilization had been left in female hands, we would still be living in grass huts." Similarly, her views on date rape--she calls it "the leading soap opera among middleclass white women" who tail to recognize that women are always in sexual danger, and says the police, not universities, should deal with genuine rape charges-have incensed those pushing for camnuswide education on the issue.

Madonna is her ideal feminist. Miss Paglia only recently began taking her ideas to campuses. She goes next to Smith and Williams Colleges.

Last month she spoke at Brown University—a place so politically correct, she says, that "of course

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the feminists hoycotted me, okay. right? I loved it."

If academic feminists have ignored her, as Miss Paglia contends, toadying to male professors, inconservatives have not. It was Harvey C. Mansfield, a Harvard government professor who says his reputation as a "neo-conservative" is fair, who invited her here on cross-dressing Miss Paglia has tonight. He was the only Harvard professor to vote against the creation of the women's-studies program because, he explains, wasn't really women's studies, it was feminist studies."

Collegial It's Not

The crowd at Sanders Theater but feminists would be smells of wet wool. It is a polite crowd, a mix of older, tweedy academics and students wearing ideas "If she had any." fringed Russian-peasant scarves and carrying huge bookbags.

Mr. Mansfield introduces Miss Paglia as "an enemy of the nambypamby, the hoity-toity, and the artsy-fartsy." In fact, she has numerous enemies—and appears in- a comparative-literature professor tent on making new ones tonight. here whom she calls "one of the After she establishes her creden- great conference groupies of all tials—she believes prostitution. pornography, abortion, and drug ments is that the "the deal makuse should be legal, and is a bisexuing" at academic conferences has al who believes in full political and local rights for women-she opens who will be around long after their fire on the feminists.

"The idea that there is any open debate in academic feminism today is a lot of crock," she sneers.

Unlike many feminists, Miss Paglia says, "I respect the past, okay? I don't see history as an endless series of victimizations."

She also accuses certain feminists of keeping their lesbianism secret until they became prominent. "When it would have cost them something, did they do it?" The crowd applauds loudly.

By now it is apparent that Miss .Paglia's style is not exactly one of collegial criticism.

Her first target is Helen Vendler, a Harvard English professor who. she says, has given in to trendy scholarship (and who has criticized Miss Paglia's book). "Everything would be happy to listen to her from Chaucer to Wallace Stevens, I respect," Miss Paglia says. "But after Wallace Stevens, she has been a disaster.'

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head of Harvard's women's-studies program, who is accused of until la.m. at a post-lecture recepcluding the late Yale deconstruc-

tionist, Paul de Man. As for Marjorie Garber, a Harvard English professor whose book slammed, she could have written a

One of her targets says Miss Paglia engages only in "totalitarian discourse,"

happy to listen to her

major book, Miss Paglia contends "But you have to put in the effort.

You have to go to the library." Next comes Susan R. Suleiman time." One of Miss Paglia's arguled to tenure for trendy scholars work is outdated.

"Now, let's see, who haven't le maligned yet?" She calls Eve Kosofsky Sedgwick, a Duke gay-studies scholar, a "charlatan and opportunist who latched onto Foucault because she had no talent." Stanley Fish, a prominent literary theorist, is "a sleazebag" and "a phony." And there are others.

Miss Paglia's targets apparently weren't at the lecture. But when contacted later, Ms. Suleiman, the "conference groupic," is eager to fight back. "The difference between a conference and a onewoman show," she says, "is that at conferences people engage in discussion." Miss Paglia engages only in "totalitarian discourse," she says, adding that feminists

ideas "if she had any." Ms. Garber calls Miss Paglia's version of feminism "a caricature" that ignores all new scholarship. She also questions whether Miss Paglia is worthy of more publicity. and suggests Mr. Mansfield was "uncollegial" to invite such an at-

tack on his colleagues. Mr. Fish and Ms. Sedgwick did not want to comment; Ms. Johnson and Ms. Vendler could not be

Miss Paglia concludes her lecie by proposing that literary con ferences be abolished and that shoddy scholarship be exposed. And she suggests that she is the perfect role model for women since

"I have no self-esteem problems." She ends with her mantra: "Hate dogma. Love learning. Love art." The performance has left some here stimulated but mentally ex-

hausted, and others outraged. "Make sure you put this inshe's a demagogue," says Jane Margolis, who teaches education in the extension school here. "She's missing an important aspect of power realities,"

Miss Paglia, meanwhile, continues holding court on the stage. It's

Next comes Barbara Johnson, 11 p.m. She has been talking nonstop since dinner, and will continue tion at Mr. Mansfield's home.

She could go on forever. 'I Don't Need Drugs'

The next morning finds Miss Paglia in her hotel suite, already in her frenzied-performance state. ("My normal state is a cocaine state. I don't need drugs.")

She's wearing the same outfit knee-length black dress, well-cut red jacket, black patent-leather, high-heeled pumps. Should anyone question whether her clothing is relevant, it's very relevant to her. Appearance, projection—it's all part of her argument that women must take control of the image and sexuality they project. She calls her outfit "my performance drag." Normally, "I'm totally dowdy."

She's talking about her sudden fame, the importance of teaching freshmen, the need for lust, her admiration of nuns, the vindictive pleasure she gets from "torturing" Harvard, and, once again, those feminist "toadies."

The phone rings just as she is

reopening her attack on Ms. Johnson, the women's-studies head Mr. Mansfield is on his way? Okay, good, all right. She slams down the phone without missing a syllable.

Mr. Mansfield enters bearing several of the lecture posters, a copy of her book, and that morning's Boston Globe. "Everybody's buzzing," he says with a grin.

Miss Paglia grabs the newspaper and shricks. "Oh. The Globe covered it? Great!" She's calling her publicist now and simultaneously scanning The Globe and The Harvard Crimson, squealing, waving her hands, stamping her feet, snorting, and rolling her eyes when her call won't go through. "Oh my God! I don't believe they reported it! All right, yes, Brown University mentioned-great! Yes, this is a collect call. Oh, I love this: 'She singled out Susun Suleiman, Barbara Johnson . . . ' Anannh! This is not a flattering picture. Oh, my legs came out well, though . . . Slams Harvard.' Okay, all right! 'Trendy people in cultural studies . . . 'Hello, what is the problem? 'We need to liberate the young from this French theory crap . . . All right! Annuah! Hello? Hello!! This is Camille . . .

She could go on forever,

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CUNY Replaces Embattled Head of Black Studies

Continued From Page A14 numbers supported Mr. Gordon's

his position.'

appointment.
Mr. Gordon is expected to reorganize the department and recruit new faculty members. He is also espected to recruit an advisory panel with nationally known members to work with the depart-

Protests Are Expected

Mr. Gordon, who retired from Yale last year, has served as an adviser to Mr. Harleston and was a visiting professor at City College in 1983. He was on vacation last week and could not be reached for com-

Some observers expect protests werupt over the decision to replace Mr. Jeffries. A day after the instees' decision, signs appeared on the campus contending that Mr. leffries had been removed in an effor to eviscerate black studies at City College.

Ricardo J. Pons, a senior at City College and president of the daystudent government, said student

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perPerennial, 10 East 53rd Street, New York 10022; 351 pages; 535 hardcover, 316 pagetback). Includes information on more than the control of ore than 150 colleges and universities Quality and Access in Higher Education: Comparing Britain and the United States, by Robert O. Berdahl, Graceme C. Mon-die, and Journal of March de, and Irving J. Spitzberg, 1r. (tipen University Press, available from Taylor & Prancis Group, Order Processing 1980 Frost Road, Suite 101, Bristol, Pa. 19007, 176 pages 276 Pages; \$79)

mention Study Abroad, 1982, edited by Sam J. Steen (Institute of International Education Books, 809 United Nations Paza, New York 10017; 321 pages. \$31.95, plus \$3 for shapping). Contains in ormation on more than 1.400 summer and short-term study-abroad programs sored by American and fureign uni versities and organizations in more than

leaders would discuss how to respond. "Once again," he said, Researcher Acquitted of Charges of Threats to College President "Dr. Jeffries has been used as a scapegoat to avoid the real issue; a

curriculum of inclusion. They waited for things to cool down a little bit before they removed him from Valparaiso University after he was allegations against him. Mr. Jeffries has said he is the vicdenied reappointment there.

tim of conservative opposition to Charles P. Gallmeier was indictefforts to make the state's publiced last year by a federal grand jury school curriculum more multiculon charges that he had sent letters threatening to harm Valparaiso's Faculty supporters of Mr. Harpresident, Alan F. Harre, in late indictment. Friends who formed a leston narrowly defeated an at-1990 and early 1991. The case went tempt last month by some profesto trial here last month.

sors to pass a vote of no confidence in his leadership, said James de Jongh, an English professor who is nied writing the letters, said he ciology at Valparaiso in 1989. A chairman of the faculty senate. The hoped his former institution had year later, he was told his contract proposal was defeated by a vote of 27 to 21. —DENISE K. MAGNER portance of providing due proc- he was not given an explanation.

Allegations of Plagiarism

A Federal Bureau of Investigation inquiry allegedly linking Mr. Gallmeier to the letters led to the defense fund said he was framed.

Mr. Gallmeier, now a field re-In a statement released by a searcher at the University of Illifriend, Mr. Gallmeier, who had denois at Chicago, began teaching so-"learned something about the im- would not be renewed, but he said

HAMMOND, IND. ess." Earlier, he said that Valpa- Some observers at Valparaiso An academic field researcher raiso had ordered him off the cam- speculated that his involvement in has been acquitted of charges that pus without allowing him to re- a case of alleged plagiarism—dishe had threatened the president of spond to what were then informal closed by Mr. Gallmeier after his appointment-had been a factor.

In that case (The Chromele, February 12). Mr. Gallmeier was accused of plagiarizing a scholarly article. He denied the allegations, but Valoaraiso officials said they had determined that he had plagiarized. Three learned societies looked into the case, and although one group asked him to remove the article from his résumé and never cite it. none ever issued a formal finding that plagiarism had occurred.

> Valparaiso officials had no com---- CAROLYN J. MOONEY

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FACULTY NOTES

- Nomination for a Chicano-studies post sparks heated dispute
- Wis. professors have new avenue to appeal denial of tenure

The nomination of a white candidate for a faculty position previously held by a Latino professor of Chicano studies last month for nearly a week to prohas sparked a heated dispute at test Mr. Wacquant's selection. the University of California at

The recommendation, made by the sociology department, was for a professor specializing in Chioverturned by Carol T. Christ, the provost, after students protested the choice. The department appealed, but the rejection was later upheld by Chang-Lin Tien, the university's chancellor.

A member of the university's governing board criticized Ms. Christ, saying it appeared she had bowed to student demands that a minority candidate be appointed. "I don't think we should be responding to the whims of 'political' correctness' on our campuses,' the regent, Jeremiah Hallisey,

Ms. Christ said she had disqualified the white candidate because his application had been submitted after the deadline. She said her decision had "nothing to do with the student protests."

The department, which contends that late applicants are often considered, based its appeal on the "vagueness" of the deadline poli-

The department had recom-

whose research interest is the lating to a professor's qualificablack, urban poor. About 100 sociology students boycotted classes

Neil Smelser, the department chairman, said the tenure-track position initially had been designated cano studies. But after the Latino professor resigned from the position and two other Latino scholars joined the department, the slot was designated as an ethnic-relations post, he said. Department memhers voted overwhelmingly for Mr. Wacquant, he said.

Faculty members in the University of Wisconsin System

who believe they were denied tenure on discriminatory in the business school because she grounds now have a new ave- is a woman and was pregnant at the nue for appealing internally before resorting to a lawsuit. A law signed last month by Gov. Tommy G. Thompson, a Republi-

can, gives new power to independent appeals committees to review cases in which professors allege they were denied tenure by a department on the basis of "impermissible factors." Besides race ords of complaints were not typiand gender, such factors include is- cally kept. sues unrelated to discrimination, mended Loic Wacquant, now on a such as allegations that a review reorganizing the office to correct

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that faculty members in the system could not get tenure without the approval of their departments.

Under the new law, the regents have the authority to grant tenure without a department's approval under three conditions: if the chancellor of the campus approves; if a standing committee on the campus finds that tenure was denied on impermissible grounds; and if an indenendent committee recommends that tenure be granted.

The new law was inspired in part -- JACK McCORDY by a lawsuit filed against the Milwaukee campus. Ceil M. Pillsbury, a former professor at Milwaukee who now teaches on the system's Green Bay campus, claims she was denied tenure by an all-male panel

> Her suit is pending. Meanwhile, a report on a state audit of Milwaukee's affirmativeaction office criticized its record of investigating discrimination and harassment complaints. It said that "some serious complaints have not been investigated" and that rec-

Milwaukee officials say they are fellowship at Harvard University, committee ignored information re-

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American Council Chooses 32 Fellows

The American Council on Education has chosen 32 scholars and administrators to participate in its 1992-93 fellows program. The program enables the fellows to become involved in academic administration and policy making at their own institutions or on other campuses.

Following is a list of the fellows and their current institutional affiliations.

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Barbara A. Brown, associate dean for academic affairs. Livingstone College

Molanio A. Brown, associate professor of business education and office ad-ministration, U. of the District of Cohimbia.

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Michael T. Christy, vice-president for student development, Iona College. Maris L. Cowle, director of institutional self-study and professor of English, Mississippi Valley State U.

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> A hundred years ugo. computers worked with pen and ink by candlelight. Most models had linen coats, cravats, and

While a computer is still "a person who computes," it is also a powerful electronic machine that performs operations that yesterday's calculating clerks could not have

Beginning April 6, the Public Broadcasting Service will air a television series on the history of the machine called "computer" and its impact on society. "The Machine That Changed the World" will trace the computer's development from a room-size, dataprocessing center to personal computers to machines that create virtual reality.

The one-hour shows will be broadcast on five Monday nights. concluding on May 4.

Lafayette College is using computer technology to encourage members of the news media to contact its professors when they want information or informed opinion.
The public-information office has

issued a disk called "Who Knows What," a directory of almost 200 faculty experts. The directory gives professors' areas of expertise. education, experience in foreign countries, and telephone numbers. Journalists need an 1881 personal computer or compatible machine to use the directory.

Patricia A. Facciponti, associate director of the public-information office, assures users that the electronic directory is hug-free. "The directory has been prepared on a computer scanned to identify and eliminate any known computer viruses," she says. "It has been reproduced on virgin diskettes and contains no executable programs through which a virus might be

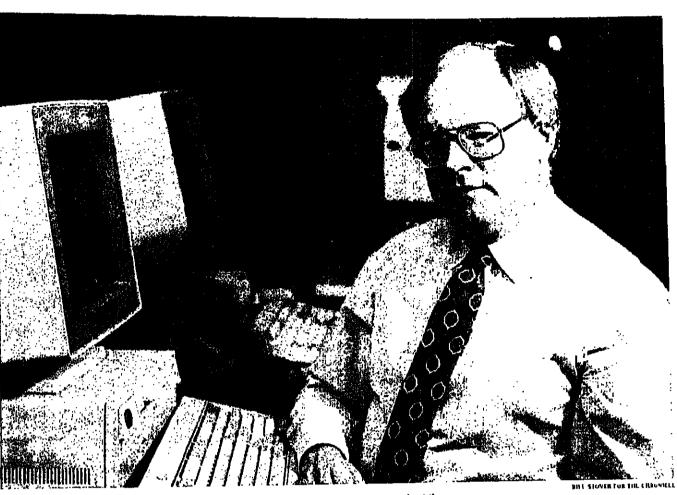
When it comes to promotion, tenure, and new jobs, how much credit do faculty members get for professional activities on electronic networks?

That query brought a range of esponses in a recent debate on Bitnet, a network widely used by

Network activities "count a lot when people are considering whom to ask to write articles for ublications and to speak at conventions and workshops," said Mary B. Jensen, director of the law library at the University of South Dakola, "When you are asked to write or speak because of your activities on the networks, that definitely counts when it comes to

promotion, tenure, and job hunting." Network activities don't count at all, according to William J. Hunter. an associate professor of teacher education and supervision at the University of Calgary, who said he spoke only for the education faculty. The answer is None. To date, no one has even posed the question."

Information Technology



U. of Missouri Journalism school: "What empowers people in society today is information."

Computers Put a Journalism School on Technology's Leading Edge

By DEBRA E. BLUM

COLUMBIA, MO. When a comedienne, Paula Poundstone, was performing at the University of Missouri at Columbia last year, she asked a student in the audience what her major was. When the student replied "Pre-journalism," Ms. Poundstone quipped: "What

is that, you write everything in pencil?" "That remark was funny for two reasons," says John Arwood, a graduate stu-

dent at the School of Journalism here. "Because it was just a funny joke and because it was such an ironic thing to say at a nlace like this."

Missouri's journalism school, which opened in 1908, is the oldest in the country. It is now one of the leaders in moving journalism education toward the 21st century.

The school's 820 students use approximately 300 гвм personal computers linked

reaus in Jefferson City, Mo., and Washington are connected to the network by modem. The school is about to install a micromiles away. With all that equipment, the students are hardly doing their work in

with one another on a network. News bu-

Testing Service to Offer Computer Version of the Graduate Record Examination

PRINCETON, N.J. Beginning next fall, students seeking admission to graduate school will be able to take the Graduate Record Examination on computers.

be offered at centers in about 100 metropolition areas, will be the same as the traditional paper-and-pencil test. Students will answer multiple-choice questions on the screen, clicking a mouse on their answers. Like the paper tests, these will receive a numerical score.

Reginning in October 1993, however, students will take an "adaptive test," in which the questions depend on the student's previous answers. As long as the student responds correctly, the computer will pose increasingly difficult questions. When the student makes a mistake, the computer will ask an easier question. This give and take will continue until the stu-

dent's proficiency level is established. That level will determine the score.

The Educational Testing Service, which administers the Graduate Record Examination, will offer the computer version as iter version, which will an alternative to the paper test. It has no

Available 3 Days Each Week

Beginning next October, the computer test will be available three days each week by appointment. The ETS will continue to give the traditional test five days a year. About 400,000 applicants to graduate schools take the Graduate Record Examination every year.

Students will have to pay \$90 to take the exam on computer. The paper test costs

Putting the graduate test on computer Continued on Page A22 wave link to its television station eight

Students learn to use computers for everything from simple word processing to electronic imaging, in which photographs are transmitted digitally. Even students who are pre-journalism-those taking prerequisite courses with the intention of entering the school in their junior year-learn to work on computers.

Dealing With Dilemmas

The Missourl school is one of many around the country that have sought to replace aging minicomputer systems-or, in some cases, even typewriters-to try to catch up with changes in the advertising, news, publishing, and public-relations industries brought about by personal com-

Being on technology's leading edge has forced the school to deal with the dilemmas that accompany change at higher-education institutions. Some faculty members are concerned that the fascination with rapidly changing technology has overshadowed the concepts, principles, and substance of the subjects being taught. Others say that partnerships developed with private corporations to pay for the new machinery may Jeopardize the independence and integrity of research on the campus.

"Some people like myself would be Continued on Following Page



Wilkins, the school's associate personal computers, some pack- school's components, including million worth of hardware, softdean for undergraduate studies.

"The important thing that we all must keep in mind is that technology may make things niftier and faster, but it should not change the very basics of what we need to

Running Out of Space

At Missouri, "the computer age" was ushered in in 1985 when two journalism professors realized the school was running out of space on its minicomputer. The system was used to produce the Missourian, the city's morning newspaper and the only such publication produced by a journalism school.

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Continued From Proceeding Page sity, the professors—Brian S. on-line library of articles and timates that the three-year armoderately content with a quill, so Brooks and Phillips Brooks—de- graphics, worked so well that the rangement, which has just been reit takes some adjusting to get used veloped an on-line computer net- professors proposed an even more newed for another three years, has to all the technology," says Lee work for the newsroom, using 12 ambitious plan to link all the brought Missouri as much as \$13-

> "Some people like myself would be moderately content with a guill,

so it takes some

adjusting to get used to all the technology."

aged software, and their own programs. Networks were new at the time, and the professors knew of no other newspaper using one for its editorial operations. The network, which included an

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In 1989 Missouri "struck gold," according to Brian Brooks. It signed an agreement with the International Business Machines Corporation for a joint research project that began with the company's giving 280 personal computers to the iournalism school. Mr. Brooks es-

The project is thought to be one bureau in Washington. A faculty of the largest such partnerships in a panel worked with the Brookses, journalism school. It has helped Missouri develop one of the most plan for computerizing the school advanced networking, word-procand to look for outside support essing, research, and photo-jourfor the multimillion-dollar pro- nalism capabilities in the country. In return, the computer manufacturer has gained invaluable insight into the newspaper industry by using Missouri as a test site.

The university, too, has invested in the changes in the journalism school. It spent nearly \$500,000 to remodel the newsroom and classrooms to accommodate the computers. The main journalism building, which was built in 1919, had ceilings and walls that were as thick as 11/2 feet, making wiring difficult. With a matching contribution from the Knight Foundation, the university plans to complete a \$5-million building for the school within the next few years.

"What empowers people in soci-

"Technology may make things niftler

and faster, but It

should not change the

very basics of what we

need to teach."

ety today is information," says Brian Brooks, an associate professor of journalism. "We would be neglecting a huge part of the industries we are training our students for if we didn't teach them how to use computers as an tool for infor-

mation gathering and analysis." Indeed, computers have become an integral part of the curriculum. Students in all but three of the school's 20 advertising courses, for example, use computers as more than just word processors, says Gail Baker Woods, who heads the

advertising department. "There has been a total revamp of our curriculum from five years ago, when our classroom laboratories were only stocked with typewriters," she says. "We have to move at this pace to keep up with

Some faculty members, however, question the need to keep abreast of every technological

More and More Machines'

much time learning how to use so-students should be able to write 3 phisticated equipment that they story, read a wire story, watch teletend to lose sight of the importance of the message they are ultimately all on the same screen at the same using the equipment for," says time. Rod Gelatt, chairman of the broadoperate the school's NBC television changing so much and so fast. affiliate in Columbia.

department, shares Mr. Gelatt's like a proud new father. "But we concerns. While both professors are doing it within the mission of say they appreciate the importance the school—to teach our students of teaching students to use computers, they also say they are bothered fessionals in their field."

by the cost of buying and operating elaborate systems and by the emphasis on technology in the class.

"It seems we're raising and spending money on more and more machines, when resources could he directed toward attracting more and better teachers to the schoolpeople with thinking and analytical skills, rather than technical skills." Mr. Ranly says. "The danger we face in the race to be the school with the most toys is that we may be turning out just a bunch of but-

'Biases and Problems'

Betty Houchin Winfield, who teaches the history of journalism, says higher-education institutions should expect to encounter some skepticism and glitches as they attempt to integrate computers into their curricula

"There are biases and problems with any new technology," she says. "Not everyone sees the need for more and more bells and whistles. Not everyone is literate in the new ways, and not everyone agrees on how much emphasis there ought to be on technology in the classroom.

In addition, some academics are wary of close ties with corporations, says Ms. Winfield. "I think most people see the IBM partnership as a blessing because we know we couldn't afford all this on our own," she says. "But there are always those who wonder if he who pays the piper calls the tune."

Ms. Winfield says she doesn't believe the institution's relationship with IBM has infringed on research. Also, she notes, the relationship is not exclusive. Missouri has received hardware and software from other companies.

According to IBM officials, the company is on the campus simply to observe how the university uses the technology.

"They are calling the shots as to how the computers and programs are used," says Jeff Leonard, an IBM systems engineer who visits the journalism school almost every afternoon, "For us, this is a working laboratory. We learn from how they apply the technology to their

On this day, Mr. Leonard is attending a reception to celebrate the renewal of the agreement with the university. Professors, administrators, and IBM officials speak about possibilities for the coming years and about plans to provide 200 new computers by the summer.

With those machines, the jour nalism school will become one of several test sites for an improved system used for the newsroom "Students have to spend so project. With it, the company says. vision, and have their copy edited

"There's definitely been some casting department, which helps culture shock here because we are says Brian Brooks, who has been Don Ranly, head of the magazine walking around the reception room

Professor Helps Journalists Use Computer Data Bases in Reporting

porters who are writing a story on the incident for the local newspaper want to find out whether the company has a history of accidents or safety violations. They want the information fast, and they know that the federal government has conducted more than two million health and safety inspections over the last 20 years.

The reporters call the journalism school at the University of Missouriat Columbia. Here they reach the Missouri Institute for Computer-Assisted Reporting, headed by Elliot G. Jaspin, a former reporter who won a Pulitzer Prize in 1979 for an article he wrote on the involvement of the labor leader Jimmy Hoffs in the bankruptcy of a Pennsylvania coal company. Mr. Jaspin is now an assistant professor of journalism.

In its growing electronic library of state- and federal-government fles, the institute has a data base from the Occupational Safety and Health Administration that conmins records of 1.8 million health and safety inspections in every U.S. state and territory from 1972

To respond to the reporters' request, Mr. Juspin loads a machine ext to his computer with a computer tape containing OSHA'S ICCords on inspections in Ohio. By apping a few computer keys, he calls up a software program he wrote to download the information on the tape to his personal computer. With a few more taps, he tells the computer to scan the records for any containing the name of the company where the accident occurred. He hits the command to begin and the tape starts spinning.

"Isn't This Great Stuff?"

In less than half an hour, the scan of 250,000 records is complete, and Mr. Jaspin has found 85 hal include the company name he was looking for and all the informanon about OSHA inspections there. "Isn't this great stuff?" Mr. Jas-

pin asks. Computer-assisted reporting. which has taken oft in the last few years with the increased availability of inexpensive and powerful machines, has indeed been hailed as "great stuff."

From death certificates to camlaign contributions to airline-safeernments are storing more and re information on electronic tape. For a reporter with a computer, the right software, and the ments can be "read" in minutes.

The Missouri Institute, which is Jaspin, not only does research and analysis for newspapers, but also lmins working journalists in how to obtain government tapes and analyze them on their own computers

Mr. Jaspin teaches a class in computer-assisted reporting-one of only a handful in the country's more than 400 journalism schools. While the idea of computer-assisted reporting is not new, today's

COLUMBIA, MO. techniques and technologies have A worker in an Ohio company is revolutionized it. Reporters who killed in an accident on the job. Reonce reserved computer research for long-range projects are beginning to use it in their daily report-

> According to The Washington Journalism Review, one of the first major computer projects was done in the early 1970's by two reporters at The Philadelphia Inquirer who gathered more than 100,000 pieces of information about criminalcourt cases in the city. They entered the data on tBM punch cards for computer analysis. Their analysis uncovered gross discrimination and disparity in the treatment of defendants in the city's criminal courts and led to a series of articles called "Crime and Injustice."

Ground-Breaking Projects

Since then, many ground-breaking projects have moved the technology along.

Howard Lerner, a graduate student in journalism at Missouri, is taking Mr. Jaspin's computer-assisted reporting class. He sits in front of a computer doing an exercise with a classmate, Lisa Krenier. As the two wait for the computer to sift through a tape from the Federal Election Commission, searching for campaign contributors who gave exactly \$5,000 to a candidate, he talks about the importance of this kind of work.

"Most students leaving this school will be comfortable using a computer as a word processor at the very least, and that may be enough for right now," Mr. Lerner says. "But everything is moving rapidly, and being able to use a computer more completely will soon be necessary."

Mr. Jaspin and others in the news business recognize the potential for problems in computer-assisted reporting. Mr. Jaspin says reporters must be careful not to negleet the human-interest side of a story that may be loaded with numbers and statistics. He also notes that computers may make mistakes and, whenever possible, data should be checked against paper records.

Getting hold of some computer records is also a problem, as government agencies are now being asked for information heretofore inaccessible or too unwieldy to

Mr. Jaspin himself has come across some roudblocks. Last ty records, state and federal govsearch assistant at the institute Corrections in state court, claiming the department had failed to comknow-how, a roomful of docustate agencies to open records to the public. The department said staffed by students trained by Mr. that some of the information about the population of state prisons on the requested tapes contained confidential personal records and would not be sent to outside researchers.

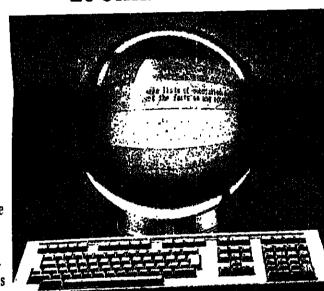
"We are all beginning to cover a lot of new ground with computerassisted reporting, and everyone is learning as we go," Mr. Jaspin says. "And we are sure going -DEBRA E. BLUM



Elliot G. Jaspin of U. of Missouri's journalism school: "We are all beginning to cover a lot of new ground with computer-assisted reporting, and everyone is learning as we go."

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The Learning Society: You Have Now Entered My Mind

By Bernard R. Gilford, Ph.D. Apple Computer, Inc.

Kids don't need computers to invent stories. The bed ridden child in Robert Louis Stevenson's famous poem is happy through the day deploying toy soldiers on maneuvers among the bedelothes. There is no keyboard in the land of Counterpane.

So what impressed me about Paul Kaiser's work with learning disabled students at the Lab School of Washington—the subject of my last column—is not the fact that he uses the computer as a story-making tool. it's that he uses it in exactly the right way, at exactly the right time.

"Many of my students don't think in the verbal and linear fashion most school curricula address," Paul told me, "Instead, they think more concretely and more associatively, often requiring physical objects and visual images to explore and express their ideas.

That's why his kids spend so much time working with miniature figures and props on tabletops or sand trays before they ever switch on the Macintosh. This spatial framework especially helps those with language problems; it also compels the attention even of those with attention delicits," explains Paul.

The challenge, as he sees it, is to help his students move gradually from the concrete world of the tabletop to the abstract world of text. They are already comfortable handling physical objects; he wants to help them make the leap to handling mental objects.

That's where the computer comes in.

"Building interactive stories has provided a crucial middle stenbetween the concrete world of story miniatures and the abstract world of pure text," he says. Using a digital video camera, Paul helps them transfer the scenes they construct on a tabletop or in the sand may onto the computer screen. The kids become authors of multimedia books. In the process, they must make hundreds of decisions about timing and sequencing, about point of view, and about scale.

As Paul explains, the story elements shift "from little figures in their hands, to images and sequences on their computer screen, to perceptions and ideas in their minds."

As the kids become more proficient, they find ingenious ways to transform their tabletop worlds into complex multimedia stories. They combine photos of their three-dimensional scenes with their own drawings, with pictures of themselves or their surroundings, and with clip-art images that they cut and paste right on the screen. A miniature plastic horseman gallops through a forest of clip-art trees. A rubber alligator crawls past a hand-drawn Egyptian pyramid. A toy truck parks next to the author, as he stands on a real street outside his real school.

"In each case," says Paul, "the transformation of the scene from miniature to screen has involved a radical shift of scale, giving each scene a greater dramatic immediacy."

Adding words is a critical step. This part of the process also begins before the computer is switched on. Once his students' tabletop stories begin to solidify. Paul asks them to set up their miniatures by describing in words exactly where every prop goes-without manipulating the props or pointing to them.

"This introduces the children to the more formal language of writing," says Paul. "In writing, there is no listener present to prompt one with questions or to share a frame of reference; the writer must spell everything out in order to convey his or her message."

In the final projects, oral explanations may become captions. Captions may be elevated to chapter titles, taking on tremendous expressive power. Eleven-year-old Nicole Maisel showed me The Big Flash of Nothing, her electronic novel about a boy who is struck by lightning and wonders what will happen to his life. I marveled at her chapter headings: "Timmy's Lifetime Support." "Timmy Improves." "Timmy Agrees to Try." "Tinuny Has a Life of his Own." "Tinuny-Free at Last."

Combining images, sounds, and words, Paul's kids find all kinds of ways to express their inner worlds. Sometimes they pull us right into

"You have now entered my mind," announces the narrator of a remarkable electronic work called Mark's Mind, as an opening in a mountaintop slams shut behind you. "You may find this maze confusing because my mind is confusing."

"Mark's Mind began as a series of doodles that Mark sketched to show the difficulties he faced when trying to write," Paul told me as I worked my way through this interactive book—an elaborate maze of corridors, rooms, and surrealistic landscapes. "He takes you on a journey into the metaphorical spaces of his brain."

Once inside Mark's mind, you can uncover letters he has left for you there. Sometimes messages from Mark pop up. In one room, a snake chases its tail around a pillar. The pillar slams up and down between the ceiling and the floor. "As you can see," Mark's message informs us, "my ideas sometimes don't like each other. This one doesn't like itself." Then he adds an extraordinary aside: "I hope you find the snake confusing so you will have an idea of how I feel."

I have my own message for Mark and his friends at the Lab School of Washington: I hope you will be excited and moved by my story about the work you are doing, so you will have an idea of how I feel.

■ ETS to Offer Computer Version of the Graduate Record Exam

Continued From Page A19 will provide a number of benefits for students, says Anthony C. Barpresident of the Graduate Record Examinations Board.

"Taking the Graduate Record Examination has not been all that happy an experience," he says. Now, instead of joining large crowds in big halls, "students can make an appointment, choose a convenient time, and have a nice chair and only half a dozen people interacting with the computer."

With the computer test, says Mr. mediate report of their scores. That is important for students."

Down the line, offering the exam on computer could help graduate schools obtain better evidence of students' academic abilities, Mr. Barnard says. "Because the GRE is a multiple-choice test, all students have to do now is recognize the if the exam took less time to com- school." plete, as it will on the computer. students might have time to compose an essay to demonstrate their writing skills or complete another

project that could be evaluated. Not everyone likes the idea of the graduate exam on computer.

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"We are concerned about the impact on people and their access to higher education," says Cinthia nard, dean of the graduate school H. Schuman, executive director of at the University of Alabama at the National Center for Fair and Birmingham and immediate past Open Testing, a non-profit organization critical of standardized testing. "Not every classroom in the country has computers in it. Computer testing could compound the difficulties for students, given that computer skills will be an important part of test skills."

Concern Over Cost

Ms. Schuman sees the cost of the computer exam as a stumbling block for students, "The price of Barnard, "students will get an im- the test-\$90 vs. today's \$45-will be another barrier for some students, especially students who want to take the test twice," she

Although financial aid may be available, says Ms. Schuman, not everyone knows about it. "I am concerned that lower- and even middle-income people won't be right answer among four or five able to afford the test on top of all choices," he says. He predicts that the other expenses of going to

The Educational Testing Service expects the computer ORE to pave the way for electronic versions of other standardized tests.

By next fall, says Gregory R. Anrig, the ETS president, the organization expects to announce a

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computer version of the College Board's College Level Examina tion Program, which is now undergoing pilot testing. The ETS will make available a new computerbased examination for beginning teachers in academic 1993-94, he says, and a computer-based professional-certification exam for architects by the mid-1990's.

The College Board, which already uses computerized placement tests for basic skills, is think. ing seriously about a computerbased version of the Scholastic Aptitude Test, which is taken annually by 1.8 million high-school

The American College Testing program, which gives tests annually to 1.3 million high-school seniors, has no plans yet to offer the ACT on computer, according to a

The computer-based GRE is being introduced in two stages because, Mr. Barnard says, "it's too big a step to go immediately to adaptive testing.

Adaptive testing uses a sophisticated technique called "branching," in which the computer leads the student to groups of questions organized by level of difficulty. This way, students don't waste lime on questions that are too hard or too easy.

Because students can establish their proficiency levels with fewer responses, they can complete the exam in about half the time required by the paper version.

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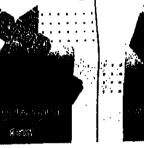
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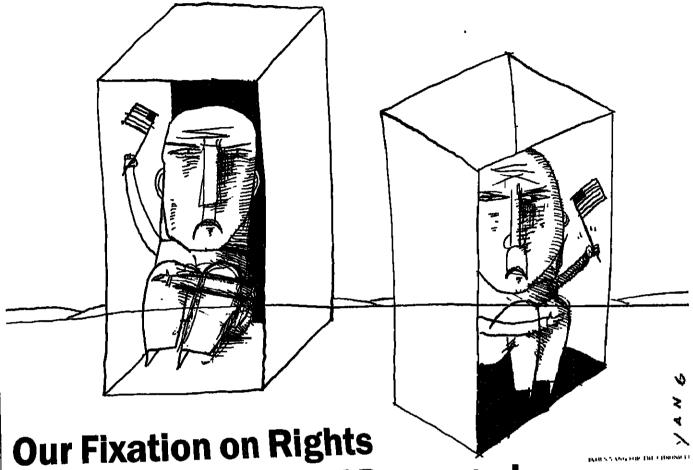
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THE CHRONICLE OF HIGHER EDUCATION

Section 2

April 1, 1992



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Is Dysfunctional and Deranged

vi RYONE surely knows that last year marked the bicentennial of the of Rieles did not provoke the same paroxysm of patriotism occasioned by the bicentennial of the Constitution in 1987, it nonetheless triggered a remarkable outpouring of selfcongratulations--- at the same time, ironically, as the United States Supreme Court was continuing its crusade to limit the reach of the Bill of Rights.

It therefore would seem appropriate for me to join the chorus of people genuflecting before the first 10 amendments to the Constitution and to castigate Bill Rehnquist and the Supremes for their betrayal of our political heritage. Instead, I would like to suggest that our veneration of rights needs serious qualification. The problem is not that our individual rights are too few and too weak, as the left would argue, or too many and too powerful, as conservatives would have us believe, but rather that our national fixation on rights and our national conception of them-fixations and conceptions that know no partisan aft tions—are dysfunctional and deranged.

Two examples from the Bill of Rights demonstrate both the partisan neutrality of our current conception of rights and why that conception fosters social and political pathology. The First Amendment, beloved of the left, guaruntees us that our government "shall make no law . . . abridging the freedom of speech or of the press." The Second Amendment, conveniently de-emphasized by left-leaning, American Civil Liberties Union types like me, promises that government will "not ... infringe" our ability "to keep and bear arms."

Each of these rights evokes a range of images in our national consciousness. The

Scholars should examine a communitarian alternative to liberal individualism

First Amendment brings to mind the defiant and outspoken critic of oppression; the proponent of such unpopular causes as communism, fuscism, and racism; or the practitioner of such unpopular activities as publishing pornography and flag-burning. The Second Amendment reminds us of the isolated pioneer homesteader defending his humble cabin from beast and savage; the modern urban family whose lack of faith in the police drives it to prepare to protect itself; or the contemporary survivalist arming her bomb shelter.

What these historically and politically diverse images share is a sense of isolation: They present individuals who perceive themselves not only as set off from their community, but also as opposed to it or needing protection from it. For these figures, the assertion of a right erects the barrier keeping others away. This conception of rights is part of the political theory of liberal individualism. This theory-deriving from, among others, John Locke, Adam Smith, and John Stuart Mill-until only recently enjoyed a hegemony so total that it was regarded not as a theory at all, but as a fact.

Liberal individualists believe that the basic unit of society is the rational, self-Interested person. Self-interest sometimes dictates that an individual, to acquire some

OPINION

benefits necessary for survival, give up a certain amount of freedom and autonomy by joining groups of people pursuing similar ends. Thus, just as the mythical "man who lives in a state of nature" sacrifices perfect freedom and joins civil society to gain the protection inherent in large numbers, so a business owner or worker will sacrifice independence to gain the bargaining power of a trade association or a labor

Politics, in this vision, is a type of freemarket process through which individuals or interest groups pursue their preferences by burgaining, accommodation, and manipulation. People come to politics not to engage in a dialogue aimed at discovering the truth, but as a means to some private end. For the most part, any outcome of the political process is equally legitimate; Whatever emerges from the free and fair clash of competing proposals is Good.

OWEVER, because the basic unit of this political theory is emphatically the individual, there is one constraint on the results of the political process. Results are legitimate only if they respect each individual's dignity and autonomy. Hence rights: In our constitutional law, a right is an individual privilege that is beyond the ability of government or one's fellow citizens to extinguish.

As one strand of thinkers from Aristotle to Rousseau to Marx has noted, a people obsessed with individual rights will suffer a predictable pathology. Because a right comes into play only when an individual asserts it and thus assumes a pugnacious stance toward fellow citizens, a politics grounded in rights will be a politics of separation, exclusion, and alienation. The

Continued on Following Page



A Communitarian Alternative to Liberal Individualism

Continued From Preceding Page prime objective will not be to find common ground---but to impose your will on others. As the 19th-century French thinker Alexis de Tocqueville noted, this attitude "saps the virtues of public life," reducing it to

little more than an adversarial market transaction.

As if this weren't bad enough, the dynamic governing public life extends into private life. Statistics on divorce and other forms of intra-family litigation belie the claim that we can be open, cooperative. and virtuous at home and predisposed to "assert our rights" only when we venture into the workplace, the marketplace, and the polling place. Today, husbands and wives, parents and children define their relationships to one another not in terms of obligation and interdependence, but in terms of prenuptial contracts, parentalrights statutes, and other legally recognized adversarial claims. In short, our vencration of rights as the instruments of individual autonomy reinforces our tendency to see other people as potential oppressors and threats. This in turn makes our public life into a battleffeld and nurtures an attitude of distrust and emotional fortification in our personal lives.

The remedy for this situation is not to eliminate rights but to put them into a more congenial context. Within the past two or three decades, and with increasing frequency during the 1980's, historians, political theorists, and legal scholars have rediscovered and begun rebuilding an alternative to liberal individualism, a countertheory that they argue offers a less cynical and corrosive account of human nature and politics. The starting point of this counter-theory-sometimes labeled communitarianism, sometimes going by its 18th-century title of civic republican theory-is a conception of human nature grounded in Aristotle, who says in the Politics that humans by nature are not selfcontained, but are "polis dwelling" animals. Thus, communities create individuals, individuals don't create communities. As neither the contemporary left nor right recognizes, the community situates us and binds us together in a web of support and obligation, providing us identities and different roles. In doing so, it makes it possible for us to be human animals. The community is not a necessary evil where individuals join forces for their own convenience; rather, it is the institution through which talking animals become human beings.

OLITICS, in this vision, is the shared quest for a common definition of the good life. Participation in the public life of the community, through the search for common ground, is not a chore or a burden; it is the activity in and through which people become citizens—which is to say, through which they become fully human. Politics does not constrain freedom, but facilitates it by providing the arena in which a person might carry on the activities that make government consensual, that allow for participatory self-government instead of tyranny.

In such a polity, rights play a different, smaller, but nonetheless essential, role. Some serve as the background against which public deliberation takes place or the safety net beneath it, serving to call a majority back to some fundamental principle when that majority is caught up in an aberrational or excessively zealous campaign-such as an "anti-communist crusade" or a "war on drugs"—that trammels

individual rights. Or they guard the purity of the political process itself. Equal protection, for example, the precept behind the "one person, one vote" rule, guarantees that nobody is denied full and equal right to give or withhold consent at the hallot box.

This conception of rights, I suggest, is hardly radical. In fact it is closer to the original understanding of the Founders of this country than is the contemporary conception shared by mainstream liberals and conservatives. The Framers, we must recall, did not include a Bill of Rights in the

connotations, the personifications are radically different. To demonstrate, recall the two rights that I described earlier: the right of free expression and the right to bear arms. While we see the archetypal First Amendment claimant as a lone voice demanding that the majority permit him selfexpression, the Founders had a different value in mind. As Justice Brandeis reminded us in 1927:

Those who won our independence believed that . . . freedom to think as you will and to speak as you think are means indispensable to the discovery and spread of

"As neither the left nor right recognizes, the community situates us and binds us together in a web of support and obligation."



Constitution. Their Constitution was a blueprint for government, an organizational chart telling different branches and levels what their powers were. Its concern was not inhibiting governmental authority over individuals, but authorizing and distributing it.

One reason for this focus was the Founders' belief that a well-constructed democratic government would consist of virtuous representatives of the people themselves, thus obviating any need for limitations on government power. And when under pressure from the anti-Federalists, who feared centralized government, the new nation adopted a Bill of Rights, its amendments had a different meaning from that which we give them today. The words are the same, but the accent marks, the

political truth; . . . that the greatest menacc to freedom is an inert people; that public discussion is a political duty; and that this should be a fundamental principle of the American government. . . . Believing in the power of reason as applied through public discussion, they eschewed silence coerced by law.

In other words, the Framers conceived the First Amendment to facilitate, among other things, a broadly based and inclusive public discourse. While the free-speech guarantee did serve to protect unpopular views, those views had value not merely because they were a part of some individuself-fulfillment or self-expression; rather, they were important because they contributed to the vitality and legitimacy of the community's public life.

MÉLANGE

Wanted: Mystery Writer for an Academic Whodunit; the Intellectual Staying Power of the American Left

AS FAR AS I KNOW, no one has ever A written an academic mystery story, of the genre of Gaudy Night by Dorothy Sayers, bearing the title Honoris Causa, but I have often thought that somebody should write onc. . . . For the 24 hours or so surrounding the conferral of honorary degrees at a university provide . . . the makings of a first-rate murder story; a group of scholars from various disciplines and places . . . suddenly brought together to become instant classmates-wined and dined and doctored (in at least one quivocai word), until one of them is discovered, "quite dead" as the mystery writers like to say, crushed to death because someone has tampered with the switch of the electronic movable stacks in the university library containing the complete set of the tomes of Priscae Latinitatis Monumenta Epigraphica together with the

Corpus Inscriptionum Latinarum. There is a fascinating list of other than the usual suspects-librarians, archivists, paleographers, editors, professors of all ranks (and some ranker than others), with a few deans, provosts, and presidents thrown in. So whodunit? A

scholar who had been working for 20 years on a magnum opus, only to be scooped by Professor X? The author of a book that X disemboweled in a review for the Times Literary Supplement tnow that these reviews are being signed)? Someone whom he beat out for chairman-or, more likely, someone whom he arranged to get appointed as chairman? A disgruntled former graduate student? A former lover or would-be lover? . . . The possibilities are almost infinite; for after all, as both Woodrow Wilson and Henry Kissinger observed after going on from the Academy to other kinds of political notoriety, the reason academic feuds are so bitter is that the stakes are so small.

—Jaroslav Pelikan, professor of history at Yale University, in a speech at the University of Chicago's centennial dinner

X THAT IS STRIKING about the Academic Lest is its persistence despite historical developments and political realities. The intellectual staying power of the Left in the United States is matched by that in only one other Euro-

pean country, England, where Marxism retains some hold on the academic mind. Curiously, where Communist parties have traditionally been strong. as in France and Italy, Marxism fell on hard times in the eighties, but where Communism as a political force has been weak, as in England and the United States, Marxism as an ideology survives with some strength in the cloistered world of the academy. Perhaps this disparity only highlights the insights of Max Weber about the demise of movements and the inevitability of institutions. As an intellectual movement promoting itself in protests and publications, the Left had to compete on the open market; as an academic phenomenon presiding over a university, the tenured Left has less need to compete to survive, and it now has an ally in bureaucracy and its drive to expand. If Wall Street depends upon capital accumulation, the Academic Left depends upon cohort accumulation.

-John Patrick Diggins, professor of history at the City University of New York's Graduate Center, in The Rise and Fall of the American Left, published by W. W. Norton

OPINION

Nor was the right to bear arms designed for the benefit of the lone woodsman or his contemporary counterparts in the National Rifle Association who somehow believe that the Second Amendment embodies an absolute right to hunt, collect guns, or shoot intruders. The full text of the amendment makes its purpose manifest: "A well regulated militia being necessary to the security of a free state, the right of the people to keep and bear arms shall not be infringed." The term "militia" had a precise meaning for the Framers: a trained army of free citizens, available for call-up in emergencies. Partaking of a tradition tracing its origins to Renaissance political theorists, the Framers valued arms not for the pro-

tection they offered individuals from their

fellow citizens, but as a necessary tool to

protect the citizenry as a whole from at-

THE FRAMERS, then, never envisioned a rights-centered state. Unlike us, they recognized the paradox inherent in the idea of a republic built on the foundation of individual rights. The Founders therefore stand as no impediment to a modern reconsideration of the role that rights play in our political life. What does stand as an impediment is the entrenched belief that the theory of civic republicanism-with its revised conception of rights, individual liberty, and community-has no contemporary relevance or utility beyond serving as a comforting fable for our irretrievably fragmented and

adversarial era. Scholars must question this dismissive attitude, subject the possibilities of civic republicanism to critical scrutiny, and for mulate proposals and strategies for puting the theory into practice and really testing its usefulness.

David Schuman is an associate professor in the University of Oregon School of Law and the Wallace J. Kaapeke Faculty Feb.

OPINION LETTERS TO THE EDITOR

The Arts Endowment and Freedom of Expression

may choose between outright cen-

sorship--certain themes, language,

and/or portrayals are taboo-or pla-

cate ourselves with the gentleman's

agreement hammered out by Gar-

nent, Michael Straight, and Nancy

Hanks. . . . Not only are we granted

this unpalatable choice, but we are

called clitists by those who would pa-

Those of us who are artists and

who work in the arts are dedicated

professionals, mostly with years of

experience. For the past three years

a propaganda mill has been churning

away, deriding artists and all who

support the arts. Mr. Garment ech-

oes the manufactured pretext that

there is a battle between artists and

taxpayers. I've become very tired of

pointing out the obvious, that artists

are taxpayers. What makes this fic-

held to a standard higher than any

other government program, and art-

You have to wonder about the both enlightening and maddening, complaint is made. kph of Leonard Garment's com-Mr. Garment sums up, very succinctnument to the arts ("Financing Prily, exactly what is wrong with the vale Art With Public Money: Trouarts endowment. Speaking as one who was there at dole out, in the good old-fashioned

Red Truce Ends." Opinion, March Ill not to mention the First Amendment, when he proudly reveals that B an official in the Nixon White House he personally intimidated the way, putromage. Here, then, is the frector of the American Film Instiartist's (and the museum curator's, nte into canceling a benefit première stage and film director's, and literary d Costa Gavras's State of Stege bemugazine publisher's) dilemma: We ause of its political message. If Garnent really thinks that "the original its of the arts endowment" was The preservation and dissemination d time-tested art treasures—from Vichelangelo and Mozart to Bechet and Ellington," not "contemporary at still in the aesthetic laboratory," tehas never read, or has long forgotka, the true mission of the National

Endowment for the Arts. In 1965, in creating the NEA. Conpes declared that because "the gractice of art" requires "constant dedication and devotion." it is "necesary and appropriate for the federal government to help create and sustain not only a climate encouraging freedom of thought, imagination, and inquiry, but also the material conditions facilitating the release of this mative talent." So much for Garment's disdain for the "aexthetic lab-

Congress also rejected Garment's win that the NEA should limit its support to "time-tested art treasws." Instead, Congress emphasized that "no undue preference should be given to any particular ayle or school of thought or expression," and that "conformity for its own sake is not to be encouraged."

Talk of abolishing the NEA. to placate Sen. Jesse Helms and Pat Buchanan, rewards these reactionaries for their efforts to muzzle free expression and undermine the arts. Inslead, scholars, artists, and citizens should demand full funding for the NEA, free of content restrictions and politically imposed orthodoxy.

STEPHEN F. ROHDF nstitutional Lawyer Robde & Victoroff

TO THE EDITOR: As someone who is both an artist

ists (who reap a rather small share of the NEA's largesse) are accused of beand an arts administrator, I found

> Broaden the search and find someone who can teach sophomore biology, recruit, coach women's tennis. and raise major gifts."

Leonard Garment's opinion piece ingless than full citizens whenever a

John Frohnmayer, I think, came to see this hypocrisy for what it is. The only comfort that seasoned advisers, like Mr. Garment, could propose is its creation, he is kind enough to let that the chairman recognize his duty us know that it was established to as censor and act on it. Mr. Frohn-

Why is Garment's argument wrong? Why shouldn't the chairman, when presented with a group of "offensive" applicants, simply veto them so that wholesome art can continue to flow? The answer lies in the process that the NEA follows in considering and making grants. And Mr. Garment should know that by ignoring that process he is being disingen-

The NEA cannot and does not go out and select applicants—it is a government program to which any artist or arts organization can apply. Each application is measured against competing proposals and standards set by a national review panel. To review applications the NEA assembles knowledgeable citizens and recognized experts in each field, and from all parts of the country. They are asked to use their collective expertise to determine the most deserving applicants in that year. These selections are then reviewed by the National Council for the Arts, a body of Presidential appointees, which may recommend for or against any individual grant.

Mr. Garment takes great liberties with this carefully constructed process when he describes it thus: "Last fall, when the endowment's advisory council recommended that some of the same avant-garde performance artists who had conspicuously angered endowment critics be given grants for more projects, Mr. Frohnmayer would not overrule the coun-

In other words, according to Garment's reasoning, the fact that these artists applied and were selected by the two independent levels of review that make up the NEA's regular procedure does not qualify them for funding because they have "angered endowment critics." tion reprehensible is that the arts are

The argument is silly. The choice is pretty clear; either a democratic review process, which will always leave a few people offended, or anointment of the privileged few by the privileged few. . . .

Mr. Garment's exhortation to art educators is also bothersome. What lesson is taught when educators "make it clear to their students that there is no such thing as government support without restriction on the work they do"? The implication is tron of the arts, yet government cule proportion of artists' incomes or arts funding. Similarly, the proportion of controversial grants funded, in small part, by the NEA totals only one five-hundredth of 1 per cent of NEA expenditures.

Should we teach art students to beware of exceeding undefined limits and restrictions to prepare them for the once- or twice-in-a-lifetime chance of government assistance? How does that affect the ability of young artists to think about making art? Is there one art, a limited, narrow one, for the government and another for the private sector?

Or have we skewed national dis-



"DEFINITELY IT WAS AN AMERICAN

BOOK BY AN AMERICAN AUTHOR NOW, LET ME SEE ...

allowing one religious/political viewpoint to shape the debate on arts and art education? SANFORD HIRSCH

Member of the Independent Artists Group New York City

Faculty workloads and productivity

TO THE EDITOR:

Faculty-productivity issues are quickly becoming the focus of the financial debate in higher education ("Tight Budgets Demand Studies of Faculty Productivity," Opinion. February 19).

The argument, simply put, is that with the current conditions of fastdeclining resources we should learn how to do more with less-a concept not foreign to many of us who have worked and experienced higher education at the institutional level. Those in student affairs, for example, have been faced with this issue of "making do" with less than other divisions on the campus for decades. Now the faculty and others whose primary responsibilities are the classroom/instructional division of the campus are beginning to be exposed

to this concept as well. It does make sense to look at faculty productivity, since a majority of an titution's budget is spent on faculty salaries supporting the instructional aspects of the campus. While I agree with this notion, I do not agree with the position put forth by Daniel T. Layzell that institutions should negotiate with state legislatures or 'bargain" away their decision-making responsibilities regarding faculty workloads. The identification of fuculty workloads for institutions is a decision that should be driven by the institutional mission, not legislative

in a recent study I co-nuthored (conducted by the National Center for Higher Education Management Systems), the flexibility of setting that the government is the chief paimportance to some institutions and cern to others. The of little or no rationale for the difference seemed to be related to the institutional focus or mission and the respective administrators' willingness to allow flexible workload distributions across the campus. If mandatory, statewide averages had existed, the flexibility needed to accommodate institutional differences would not have been an option. Variations that exist on campuses have to be considered. . . .

If we do not want legislators dictating what a statewide, average faculty workload should be, then we ought to be working aggressively at the campus level to curtail this movement or stop it before it begins. I believe the

cussions of art and social policies by opportunity is too great here for state legislatures to develop cumbersome time-watching procedures that seek to establish "average" workloads without really understanding or allowing for the needed flexibility within a campus. .

Any gained institutional "flexibility" such as Layzell notes would be lost by the state's imposing and monitoring of average faculty productivity levels. State bureaucratic restrictions will multiply and lessen the institutions' decision-making abilities.

CHERYL D. LOVELL Staff Associate for Research National Center for Higher Education Management Systems Boulder, Colo.

To the Editor:

Kndos to Daniel T. Layzell for addressing the touchy subject of faculty productivity. Unfortunately, but probably wisely, he sidestepped the incendiary issue of "relevance." Relevance is not a sepurate issue from productivity. What is gained by being very productive at an irrelevant (ivory tower) activity? These two issues should be of particular interest to boards and legislatures voting for moneys to support schools. Autonomy of public higher education" is more often used as a club to best off the "relevance" parish than the "faculty productivity" interlop-

Academia still tends to justify its modus operandi using medieval raisons d'être. This luxury can no longer be afforded! Consider two of the toadstooling sacrosanctities: "publish or perish" and "research at any

A significant university expense is incurred by sending faculty to one or more conferences each year where in many cases the majority of the presentations exist only to satisfy the publish-or-perish syndrome and have little relevance to anything truly worthwhile. This publish-or-perish push also partially fills the professional journals with academically contrived nonsense that never would have been thought of or published under a more rational system of rewards based on need and value (relevance). Because of increasing pressure to publish, there has been a proliferation of journals the past 10 years, which keeps libraries bankrupt trying to stay current and com-

Little university "research" is completely funded by outside sources. The present push to win research grants at any cost indirectly costs the university and state a lot. The desire to have everyone doing research (a must now, to get promoted and tenured) means that the uni-

Continued on Following Page

OPINION

Letters to the Editor

Continued From Preceding Page versity, due to faculty release time, eliminated and those redicting are in has to hire additional "faculty" to frequently overcrowded. Students handle the teaching load. More re- are looking at an extended undersearch and more faculty mean more, inefficiently used "research" labs and more offices (often causing classrooms to be converted to these purposes), thus putting pressure on the board or legislature to fund more. costly buildings.

In addition, universities pay out directly and indirectly a lot of money through "matching" money for various reasons-some not too relevant. ing advantage of all the enticing competitive to permit that.... matching grants available to them.

other very costly issue. Does every are four crucial tasks: university need a \$1-million wind tunnel, a \$5-million supercomputer, and a \$10-million accelerator? Universities need to find relevant niches and not bankrupt themselves by supporting every whim of the faculty.

Until this mushrooming bicuspid problem (publish or perish and research at any cost and for any purpose) is examined under the critical glass of relevance, it will continue to devour a large chank of funding and will not effectively and efficiently address the needs of the state, region, and nation.

tion. JAMES A. CHISMAN Professor of Industrial Engineering Clemson University Clemson, S.C.

TO THE EDITOR:

Daniel T. Layzell put his finger on the button. Productivity and downsizing are a thesis of the times. General Motors, the International Business Machines Corporation, United Technologies, as well as states, cities, and counties, are cutting jobs and reinforcing the ranks of the unem-

Colleges and universities are also being forced to join the procession. For the first time, there has been an absolute decrease in the number of dollars appropriated by the states for higher education. Over two years 12 states have decreased appropriations and 21 have increased funds less than inflation. Many private colleges and universities are also in financial difficulty not only because of recession but also because of decreasing enrollment, reduced giving, and diminished external support and indirectcost recovery.

The quality of a large part of higher education is being severely degrad-

ed. Thousands of classes have been graduate career; faculty are becoming demoralized by teaching pressures and lack of pay increases and support. Space problems and deteriorating buildings and equipment contribute to the decline.

We cannot afford the degradation of our national capacity for higher education, including continuing education, advanced professional training, and scientific research. The world Universities can go bankrupt by tak- has become too complicated and

What needs doing to advance pro-Keeping up with the Joneses is anductivity in higher education? There

2. Develop measures of the quantity and, especially, the quality of

ment that will move toward improve-

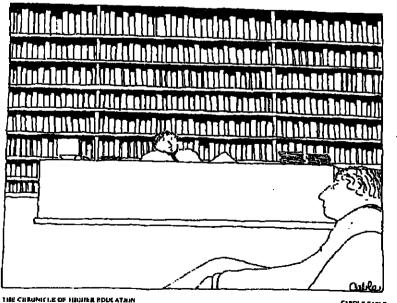
opportune changes.

DAVID A. WILSON Professor of Public Organizations University of California at Los Angeles Los Angeles

Plagiarism allegations found to be groundless

Carolyn J. Mooney's article "Crit-Question Higher Education's Commitment and Effectiveness in Dealing with Plagiarism" (February (2) reports that the American Historical Association is continuing to investigate charges of plagiarism leveled against Stephen B. Oates, However, it fails to mention the significant fact that Professor Oates's employer, the University of Massachusetts at Amherst, conducted its own investigation and concluded that the allegations against Oates were "groundless." That finding was re-

Association on November 8, 1991. The allegations against Oates arose in November 1990. Since then 22 prominent scholars and his own university have exonerated Oates, but the American Historical Association, in the words of your article, "has not yet delivered its verdict," It would seem to me that the lack of



"Old post-structuralists never die, Thurston; they just become deans.'

1. Clearly identify "outputs" of teaching, research, and service.

these products. 3. Ascertain the changes in organization, effort, technique, and equip-

4. Provide incentives to encourage It is an intellectual and managerial

task worthy of the talent available.

Full professors deserve their salaries

The recent article by Andrew Hucker, "Too Many Full Professors: a Top-Heavy Pyramid" (Opinion. March 4), is undoubtedly one of the worst examples of blatant age discrimination that I've read in a long time. Besides being downright ludicrous and simplistic, it is void of any merit. My first thought was to see if Queens College of the City University of New York would immediately take Professor Hacker up on his advice and reduce his full professor's salary accordingly. If for no other reason than the absurdness of Hacker's "selective research" (if one could even call it research). I feel that his full professor's salary ought to be shared with the newer faculty memported to the American Historical his views, have all the bright new

effectiveness in dealing with plagia-

rism discussed in your article is also a

lack of effectiveness in dealing with

allegations of plagiarism that can in-

flict serious damage on a scholar's

ROBERT E. JONES
Chair of Department of History
University of Massachusetts at Amherst
Amherst, Mass.

reputation and career.

ideas and approaches. He obviously doesn't have any. His unsupported assumption that only the new, untenured assistant professors have the bright ideas, the creativity, the knowledge, and the effectiveness that older faculty don't have, because the untenured have an "awareness of young people's sensibilities," leaves one to wonder what the experienced full professors have when the starting salary for an assistrealities, are out of louch with reali- low 60's, but I'm still unable to aff y, and are all safe and secure in

own financial worlds? . . . It took me 20 years to get up into the low-60's salary range, but this was done only through merit increases that were based upon superior teaching and scholarly producsuch liberal salaries as Hacker

His assumption that schools can't attract young scholars today because of "little money" just doesn't wash. Most schools seeking new assistant professors usually receive hundreds of applications. Competition is tough. Many schools up their salary TO THE EDITOR:

nities advertised in The Chronicle of heavy pyramid of full professors. He Higher Education over the last several issues, one would find that over 40 per cent of the job offers were at the associate- to full-professor levels. These institutions that Hacker tells us are having financial problems are the same institutions that are advertising jobs at senior-level starting positions.

"Yes Malcolm, it's me. You're looking at the lesser-known Option 3 Track

of the university's early-retirement program. Did you say pickles?"

Hacker's comment that his solutions are "not starry-eyed proposals" certainly can't be taken seriously. Show me one school today that isn't more stringent on promotion and tenure. Show me one institution that believes "young is best" and that experience, knowledge, and reputation account for little in a school's reputation. Show me one school where a good number of senior faculty don't wish to retire early. If Hacker is correct that this full-professor bloat leaves most colleges with little money to hire or retain younger faculty, then why are so many colleges hiring at higher levels than the starting level?

No, the problem isn't a bloated upper class of high-paid full professors, the problem is with where we place our spending priorities during difficult times as well as prosperous times. Has he looked at administrabers of his college, who, according to tive costs? Those who subscribe to Hacker's strange logic would only decimate our colleges and universities of their greatest resources. It would be the equivalent of having our best, most experienced teachers in public inner-city schools leave to make way for the new, inexperienced neophytes who know nothing about teaching and who only add to the chaos of the school.

I refuse to go back to the days Hacker really believe that all full promaking teaching in a public high chance. fessors, by virtue of age, don't earn school). It's taken me all these years their salaries, aren't aware of today's to finally, get my salary up into the a house in Los Angeles. This is hardly "financial good fortune," as Hacker would have many believe. Hacker may subscribe to Huey Long's "share the wealth" philosophy, but those of us who have earned these hard-fought rewards and yet tivity. Most schools do not give continue to be productive teachers and scholars reject this simplistic problem solving. We call it what it really is: age discrimination, pure and simple. ALFRED LIGHTFOOT

Professor of Education Loyola Marymount University Los Angeles

ofters to acquire the best. In fact, if I have just finished reading Anone were to analyze the job opportumust not be 50 yet, as he is proposing ideas that I once fantasized about when I was that age. I'm only glad I didn't express them.

I will be 60 my next birthday and the future doesn't look any better for me than it looks for a young professor. In fact a young professor has the positive prospect of working for another 40 years. I don't.

By the way, I have already taken early retirement from another university, presumably making room for two new assistant professors, I have done my good deed. . . . My retirement status will be markedly reduced because I will not have continuous retirement in one system

The professors who, according to Hacker, are making over \$100,000 face serious medical bills after reinment, which they can presumably pay for and still help the rest of us by paying hefty taxes. It is a regressionary concept to think that good salaries do not contribute to a sound

The real culprits in the financial problems of higher education were the state legislators in the 60's who placed an institution of higher learning in their districts regardless of the costs to the state and its long-term future. Since the occurrence of this phenomenon, we professors have been paying the price in lack of laboratory equipment (NSI: and NtH took up the slack), poor upkeep of buildings, neglect of older campuses, and attenuated salary raises in many of the "glory years."

Asking full professors to pay the price, particularly those of us at the lower-paying institutions or who are done all their lives. This is pure unant professor was \$10,000. That's gous to asking General Motors to 80 mitigated age discrimination. Does where I began in 1968 (less than I was out of business to give Chrysler 8

R. GRANT SEALS
Professor of Fuod
and Agricultural Sciences
Floridin A&M University
Tallabusses, Fla.

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Ohio 10, 12, 15, 18, 20, 22, 25, 27, 28, 30, 31, 34, 37, 41, 43, 47 30, 31, 34, 37, 41, 43, 47 Oklaboma 8, 13, 46 Oregon 7, 8, 11, 13-15, 21, 24, 35, 39, 47 Pennsylvania 13-17, 19, 21, 23, 25-28, 33, 38, 44 Rhode Island 15, 19, 20, 30, 46 South Carolina 7, 10, 15, 19, 21, 25, 27, 31, 37, 40, 47 South Dakota 7, 31 Tennesseo 11, 12, 18, 22, 25, 37, 43, 44, 46 Tennessee 11, 12, 18, 22, 25, 37, 43, 44, 46
Texas 14-18, 21, 24, 26, 28, 30, 32, 34, 35, 37, 38, 42, 44, 45, 47
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Virginta 8, 9, 11, 15, 17, 23, 26, 28, 30, 34, 35, 40, 41, 43, 45, 47
Washington 6, 10, 12, 19, 29, 25, 27, 28, 41, 42, 45, 46
West Virginta 13
Wisconstan 12, 21, 23, 25-27, 29, 34, 38
Wyoming 14, 29, 35, 44

University of British Columbia Faculty of Education DOROTHY C. LAM CHAIR IN SPECIAL **EDUCATION**

The Dorothy C. Lam Chair in Special Education is one of two Chairs the Faculty of Education has recently had approved and funded through the University's major fund-raising campaign. These are the ilirst endowed Chairs in a Faculty which offers programs leading to the Ph.D., Ed D., M.A. and M.Ed. dogrees, a Diploma in Education, and the B.Ed. degree with a rendation for teacher conflication.

Applications and/or nominations are invited for The Denothy C. Lam Chair in Special Education. Candidates will be expected to be senior scholars with international reputations and distinguished research records. They should be acknowledged loaders in teaching and mentering decleral students and new faculty appointons. The area of expertise is open; however, individuals who study exceptionality from a perspective drawn from developmental or cognitive psychology are encouraged to apply. The successful individual will be expected to work collaboratively across the departments within the Faculty of Education and with other units in the University.

The form of the Chair is five years, renewable, and the appointment will be at the protossorial rank with Jenure. The endowment includes some sucretarial and research support and a partial roleuse from teaching. The appointment will be effective July 1, 1993 or sooner.

The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements priority will be given to Canadian cilizens and permanent residents

The closing date for applications is May 31, 1992. However applications will be accepted until the position is tilled.

Applications should be directed to:



Nancy M. Sheehan, Dean Faculty of Education University of British Columbia #2616 - 2125 Main Mall Vancouver, B.C. CANADA V6T 1Z4



OF HONG KONG Head of Electron Microscope Unit

(Ref. 91/92-63)

it is anticipated that the new post of Head of the University of Electron Microscope Unit will be established during the academic year 1992-93 at a salary level aquivalent to that of Lecturer. The Head will be responsible to a Committee of Management and its Specialist Advisors for the day-to-day management of the Unit and its technical staff of 4, and will also be required to provide training and advice in the theory and practice of all aspects of electron microscopy to academic staff, technical staff and research students of the University. The appointee will also have the opportunity to pursue his or her own research interests and an honorary appointment may be offered in a department of one of those Faculties which provide the principal users of the Unit, i.e., Engineering, Science and Medicine.

The Unit presently operates a JEOL 2000FX STEM with a LINK EDX analysis system for element identification, a Cambridge Stereosca S150 and a JEOL 100SX TEM. Supporting this equipment are all the lacilities necessary for the preparation of biological and non-biological materials, as well as a Balzer's Freeze Fracture machine, photographic printing and on-line computing services. Many academic departments supplement or complement these facilities with their own preparative laboratories.

Applicants should possess a Ph.D. degree and practical experience in electron microscopy, profetably in biological techniques,

Annual salary (superannuable) is on an 11-point scale: HK\$309,120-HK\$516,480 (approx. £23,240-£38,830, sterling squivalent as at March 12, 1992). Starting salary will depend on qualifications and experience. At current rates, salaries tax will not exceed 15% of gross inence. At current rates, salaries tax will not exceed 15% of gross income. Children's advocation allowances, leave and madical benefits are provided; housing or tenancy allowances are also provided in most cases at a charge of 7.5% of salary.

Further particulars and application forms may be obtained from Appointments (40439), Association of Commonwealth Universities, 36 Gordon Square, London WCIH OPF, UK; or from the Appointments Unit, Registry, The University of Hong Kong, Hong Kong (Fax: (852) 5592058; E-mail: APPTUNIT@HKUVMI.HKU.HK). Closes: 15 May 1992.

SERVICES

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courses? I have designed a criminal justice technology program for your college. Reply to The Chronicle of Higher Education, Box 28-100.

New Age Books, Tapes, Supplies: Write Cosmifield, 1027 Missouri Street, Fairfield, California 94533.

QUEENSLAND DEPARTMENT OF PRIMARY INDUSTRIES

Full Professor of Neural Computing (TENURABLE)

Queensland University of Technology is one of Australia's newest and largest universities with 23,000 students.

Computing Science, the School of Information Technology comprises: the School of Computing Science, the School of Information Systems and the Information Security Research Centre (ISRC). Applications are invited for the position of Professor of Neural Computing in the School of Computing

The appointee will be responsible to the Head of the School of Computing Science for leadership of a research concentration in the area of neural computing. The appointee will lead an active research team and will pursue research and appropriate consulting activities in order to marntain high professional standards within the discipline.

Women are under-represented at QUT at this level, therefore suitably qualified women are encouraged to apply.

QUALIFICATIONS/SKILLS: Applicants should meet the university cri-teria for appointment as professor. Applicants should have a proven record of research and/or development activities in neural computing. This could be demonstrated by publications, leadership of research and development teams, and gaining research and development fund-

CONDITIONS: Permanent appointment is available at the level of Pro-fessor \$US55,446 (\$AUD73,800 p.a) Conditions include subsidised superannuation, relocation assistance, professional experience leave and study assistance. New professors at QUT will be eligible for a \$US18,782 (\$AUD25,000) grant to be used on work-related projects. FURTHER INFORMATION: Duty statement and selection criteria for the position and information on the University are available from QUT's Personnel Department, telephone 61 7 864 3745, facsimile 61 7 864 3996 or small k.fox@qut.edu.au. For further information on the position, contact Professor John Gough, Head, School of Computing Science on 61 7 864 2316, facsimile 61 7 864 1801 or email j.gough-

APPLICATIONS: Applications and envelopes should quote 174/92 and include evidence of academic qualifications and experience plus the names, addresses, telephone and facsimile numbers of five professional referees. Applications should address the selection criteria and reach the Personnel Director, QUT, Locked Bag No 2, Red Hill, Queensland 4059 Australia by 1 May 1992. Smoking is not permitted in QUT buildings.

An Equal Opportunity Employer

UNIVERSITY OF DURHAM (England)

SCHOOL OF ENGLISH & LINGUISTICS Lecturer in Generative Linguistics

The successful candidate must have completed, or be in the process of completing, a doctorate, and must be able to demonstrate a strong research focus in historical linguistics (phonology or syntax) and/or romance linguistics via a dissertation and/or published work in the area. Ability to teach sociolinguistics would be an advantag

The post is tenable from 1 October 1992. Salary will be within the range £12,860-£17,827 pa on the Lecturer Grade A Scale, according to experience. rding to experience.

Further details may be obtained from the Personnel Officer, Old Shire Hall, Durham, DHI 3HP, United Kingdom (tel (UK) 91 374 3158-fax (UK) 91 374 4747), to whom applications should be sent not later than 18 May 1992. Please quote reference AO83.

WANTED

Distinguished Dissertation Series. Scholarly press secking first rate, newer social selence and humanities dissertations for well as monographs). For more information, please contact Dr. Robert West, Mellen Research University Press, 334 Pacific Avenue, San Francisco, California 94133; Pax (415) 434-3441.

Religious Books and Periodicals for new aeminary library. Books for Libraries, Inc. Jan. Stitzinser, 818/909-5619 or 805/259-

POSITIONS WANTED

Advancement: Heavy capital, corporate, niumai, nunual fund, special events, community relations. Public, private university experience. Related non-profits consulting.

MS in Education, BS in Law Enforcement Administration; eight years college-level teaching experience in criminal justice; five years administrative experience. Re-ply to The Chronicle of Higher Education, Box 28-100.

Ph.D. candidate in human and organiza-florial development seeks teaching posi-tion. Primary concentration: management and senoral business. Have demonstrated university teaching experience with soperi-or credentials and industry references. Will relocate, Contact James P. Walth Jr., 81 Victoria Road, Hartford, Connecticut 06114-2653; televinner (203) 296-1201.

POSITIONS WANTED

vironment. Special interest in investig n of matters of compliance and violation ply to Box 30-101, The Chronicle gher Education.

POSITIONS AVAILABLE

Academic Advising Academic Counselor for Intercollegiate Athletics. Beginning July 1, 1992. Qualifications: advanced description and counseling or related size required. Learning Specialist credentials and disanosale testing experience preferred. Demonstrated success in academic counseling, preferably within an intercollegiate athletic department. Cenuine Interest, Concern, and underganding for size. ennetes. Responsibilities: advise/counterstudent student stathetes in a variety of areas impacting academic expectations and performance. Administer/interpret diagnostic tests. Coordinate and supervise implementation of academic support programs. Maintain accurate and complete student-athlete files and records. Salary commendurate with qualifications and experience. Application deadline is April 10, 1922. Send eliter of application, résumé, and three recent letters of recommendation to: Pam Bradetich, Chair, Search Committee, Bohier 107. Pullmap, Washington 19164-1610. Washington State University is an Equal Opportunity. Affirmative Action Educator and Employer. Protected groups are encouraged to apply and to identify their status.

Academic Advisings Academic Advisor/Asil Victoria Road, Hartford, Connecticut
66114-2653; telephone: (203) 296-1201.

University Attorney: Experienced litigation
intogney, puriner in established Midwesiern law firm, sood academic background,
foruter on pollistic court law clerk, extensive
investigative experience, undergraduate
degree in education, seeks position as university courset. Because of family priortics i am interested in reducing travel regulired by my current practice and would
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THE UNIVERSITY OF NEWCASTLE Australia

Faculty of Nursing School of Health

FOUNDATION CHAIR OF NURSING Position No. A62/92

The position offers a challenging opportunity within the newly created Faculty of Nursing of an established University. The Faculty of Nursing offers programs at undergraduate and higher degree levels and has currently 1,100 students enrolled in its courses. Close co-operation in teaching and research is envisaged with Hospitals and Community Health Services in the Hunter

Applicants for the Chair should have a distinguished career and an established reputation in teaching, research and nursing practice. Applicants should hold a higher degree relevant to nursing preferably at doctoral level and must be eligible for registration as a nurse.

Further Information may be obtained from Margaret McEntery +61 49 21 6331, Fax +61 49 21 6301, Dean of the Faculty of Nursing and/or, as appropriate, to the Deputy Vice-Chancellor (Academic), Professor M P Carter +61 49 21 5114.

The Salary for a Professor is A\$73,800 pa (A\$77,900 pa from August 1992).

A Professor enjoys the right of limited private practice. The University reserves the right not to make an appointment, or to appoint by invitation.

Applications Close: 30 June 1992. GENERAL INFORMATION:

Further information concerning conditions of employment may be obtained by contacting the Recruitment Unit, telephone +61 49 21 5255, fax +61 49 21 5285.

Applications quoting the appropriate position number (to be shown also on front of envelope) and including the full details of qualifications and experience, and the names, addresses and telephone numbers of three referees should be addressed to reach the undermentioned by the date specified above. Deputy Director (Recruitment) The Staff Office

The University of Newcastle, NSW, 2308, Australia.

The University is an Equal Opportunity Employer and has a policy of no smoking in the workplace.



THE UNIVERSITY OF **PAPUA NEW GUINEA**

LECTURER/SENIOR LECTURER/ASSOCIATE PROFESSOR IN HUMAN GEOGRAPHY/ PLANNING - W061009/92

The Department of Geography is seeking a Human Geographer with a specialist interest in regional, development and/or physical planning. The Department wishes to appoint an experienced individual at a senior level, but is interested in applications from less experienced planners who are able to bring new techniques to the Department. An ability to contribute to first and second year introductory courses is also

Applications close on Friday 10th April 1992.

- SALARY -Lecturer K24845 - K30215 per annum plus 25% gratuity Senior Lecturer K30215 - K37550 per annum

plus 25% gratuity Associate Professor K42105 - K45615 per annum plus 25% gratuity

Applications will be treated as strictly confidential and should include a full curriculum vitae, a recent small photograph, the names and addresses of three referees and date of availability. In order to expedite the appointment procedure, applicants are advised to contact their referees to send confidential reports directly to the University without waiting to be contacted.

Applications should be forwarded to the Depuly Registrar (Staffing), P.O. Box 320, University Post Office, Papua New Guinea. T. IAMO, REGISTRAR

POSITIONS AVAILABLE

Academic Affairs/Dean: Academic Deon wanted to develop academic policies and programs of institute, including require-

ments for students' admission, retendor, suspension of exputation. Direct and coor-dinate activities of deans and chainpeasa of departments of the institute and instruc-tors in all areas of classroom teaching. termine course schedulars, toppementation of courses, and preparation of sylabi. Pa-ticipate in activities of faculty committee.

RULLETIN BOARD: Positions available

University of British Columbia Faculty of Education

DAVID LAM CHAIR IN MULTICULTURAL EDUCATION

The David Lam Chair in Multionitural Education is one of two Chairs the Faculty of Education has recently had approved and CASTS WE FROM IN CONTROL TO THE CANADA THE C are the first endowed Chairs in a Faculty which olders programs leading to the Ph.D., Ed.D., M.A. and M.Ed. dogroos, a Diploma in Education, and the B.Ed. degree with a recommendation for teacher

iplications and/or nominations are invited for the David Lam Chair n Multicultural Education. Candidates should be senior acholars in Mullicultural Education with a teacher education specialization in mullicultural education with a teacher education specialization in the area, as well as ongoing and interdisciplinary scholarly activity in ani-racist pedagogy, multiculturalism and the curriculum, the historica and sociological study of ethnic group relations, global education, are disconding to the confidence of the conf immigrant experience. The successful individual will be expected to serve a coordinating function among these instructional and research areas, to provide leadership to extend these interests, to supervise graduate students and to conduct research. Scholars from across the broad range of academic disciplines currently involved in addressing the key issues in multicultural education are encouraged to apply.

The term of the Chair is five years, renewable, and the appointmen will be at the professorial rank with tenure. The endowment includes some secretarial and research support and a partial release from leaching. The appointment will be effective July 1, 1993 or sooner.

The University of British Columbia ancourages qualified women and minority applicants. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent

The closing date for applications is May 31, 1992. However applications will be accepted until the position is filled.

Ecations should be directed to:



Nancy M. Sheehan, Dean Faculty of Education University of British Columbia #2616 - 2125 Main Mali Vancouver, B.C., CANADA V6T 1Z4

AMERICAN UNIVERSITY IN BULGARIA **Dean of Academic Affairs**

AUBG, the first American University in Fastern Europe, is a joint venture among the University of Maune, the Republic of Bulgaria, and the City of Blagrevgrad. Founded in the spring of 1991, AUBG ofters a fully accredited American educational experience in the filteral arts tradition with majors on Administration, Applied Teconomics, Computer Science, English, Flistory, Iounalism and Mass Communic atton, and Polute at Science and International Relations. English is the Engaging of instruction. AUBG courses and degrees are accredited through the University of Maine.

Classes commenced on September 30, 1991 with an opening corollment of 225 exceptionally well qualified students (average TOFF), core of 606, see age combined SAT of 1103). By our touth year we expect to grow to an elemational student bady of 1, 200. Faculty have been recruited from America Broids and Parks and Parks and Parks. can, Broish, and Bulgarian Institutions

The students, faculty, and stall of AUBC, form a community that values elecation inside and outside of the classroom. The community is diverse in its people and perspectives, and all numbers participate fully in carrying out the institutional mission.

Aschief academic officer, the academic dean reports directly to the President and is responsible for the administration and direction of all AUBG academic programs, student academic services, the Learning Resource Center, the hiersive Language Institute, and Summer School. AUBG seeks a dynamic, transformational leader committed to development education, cross-culturalism, pluralism, and interactive learning. The Dean of Academic Affairs services as the academic liaison with the University of Maine.

Qualifications include:

an established reputation as a teacher and a schular.

a record of successful administrative experience including program development and financial management.

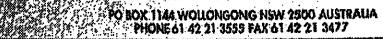
a commitment to collegiality and a belief in the human putential. Professional experience in varied cultural settings is preferred. Salary is com-petitive based on experience and qualifications. Norminations and applica-tions accompanied by three letters of recommendation should by received by loss accompanied by three letters of recommendation should by received by May 1, 1992. Review of applications will begin on May 1, 1992 and will continue until a suitable candidate is selected.

The American University in Bulgaria is a unique and forward looking institu-tion determined to combine the very best of Bulgarian and American tradi-loss and innovations in pursuit of academic excellence. We invite all those who share our bold vision to apply. APPLY TO:

President Edward B. Laverty American University in Bulgaria Blagoevgrad 2700 Bulgaria Telephone (359) 73-20951

and act as community liaison with outside of mailiandons of persons on academic marten under eeneral direction of the President Advise and assist President with respect to general academic matters, and assist responsibility for the coatrol of the president standards of the institute. Forty to serve as staff and activity coordinator for serve as transported to serve as staff and activity coordinator for serve as transported to serve as transpor

UNIVERSITY OF WOLLONGONG





The University of Wollangung has established a reputation as an energetic, innovative institution. It has grown rapidly in recent years and currently has approximately 9,000 students in eight Faculties: Arts, Commerce, Education, Engineering, Health and Behavioural Sciences, Informatics, Law and Science.



Senior Lecturer/ Lecturer in Industrial and Organizational Psychology - Continuing Appointment or Limited Term 5 years (convertible) (re-advertised)

The Department of Psychology teaches Occupational Psychology as part of its undergraduate major in Psychology and as part of its Honours program. Other fields of specialist interest are Cognitive Psychology and Clinical Psychology. In 1992 the Department will introduce a three year Doctoral Program in Industrial and Organizational Psychology. Research in Occupational Psychology has provided in the psychology of the psychology in the psychology in the psychology is a program of the psychology in the psychology i particular interests in organizational change, personnel assessment, occupational health, work stress and well being and shiftworking.

Applicants should be members of the Australian Psychological Society (or be eligible for membership) and hold a higher degree in Industrial and Organizational Psychology. The Department is particularly interested in developing its teaching and research strengths in occupational selection and training. Applications from well qualified candidates specializing in other areas of Industrial and Organizational Psychology are nonetheless welcome. The appointee will work with the Department's Industrial and Organizational Psychology Group, and will share responsibility for teaching, research and research consultancy in Occupational Psychology. Further

information from Dr Peter Smith (61 42-21 4070). Reference AC92-068. Closing date 30 April 1992.

Lectureship in Cognitive Psychology

Limited Term - 5 years (convertible) (re-advertised) The Department of Psychology is seeking to appoint a Lecturer in Cognitive Psychology to assist with teaching at undergraduate and postgraduate levels. It is anticipated that the successful applicant will be an active researcher who will become a member of the Applied be an active researcher who will become a member of the Applied Cognitive Studies Research Programme. This programme is concerned with the Psychology of Reading and Reading Disability and other basic research issues in Cognition and Perception. Further information from Professor W.J. Lovegrove 61 42 213742 or Fax 61 42 214163. Reference AC 92-067. Classing date 30 April 1992.

Salary ranges (annual) Senior Lecturar (Level C) A\$48,688 A\$57,913; Lecturer (Level B) A\$39,463 - A\$48,688. A Limited A\$37,913; Lecturer (Level B) A\$37,403 - A\$40,000. A children appointment may be converted to a continuing appointment which is one until retirement. Further information on conditions of appointment from Mr. Ross Walker 61 42 213934 or Fax 61 42 213700. Applications should quote the Reference, contain details of quotifications, employment history, research interests, publications, and the names and addresses of three referees and be torwarded to the Recruitment Officer (Academic Staff). A secure FAX is available at 61 42 213700. Electronic Mail address J.Hutchinson@uow.edu.au Please mark envelope "Confidential - Appointment".

Equality of employment apportunity and a smoke-free work environment are University Policies.

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readins; or MA/math; or BA/math with MA/math education; or MA/English; or equivalent to any above; or CCC credential in field above; computer literacy. Permanent, full-time, certificated, it months/year, \$23,015-542.807, all benefits, Application, tob delity; August 17, 1992, Application, tob delity; August 17, 1992, Application, tob description: FRC Personnet, Box 11110, Quincy, California 93971; 1916) 283-0202, extension 280, EOE/AA.

Accounting: Tenure-track position, available Fall 1992. Dulies: Teach 12 hours per semester at the undergraduate level; applied research and publication; service to plied research appropriate. Organizations: olled research and pubmeature, and incident in accounting the contrasts community. Qualifications: Doctorate in accounting, 2-5 years' teaching experience, publications appropriate to the rank, and commitment to quality teaching. Rank: Assistant or Associate. Area: Financial, especially Advanced Accounting. CPA or CMA desired, Positional is subject to funding. To apply, send letter and curriculum vilue to Dr. Jerry Bennett, Dean, School of Business Administration and Economics, University of South Carolina at Spartanburg, Spartanburg, South

lies are encouraged to apply.

Accounting Technology: Oregon Institute of Technology is seeking two faculty magnitude to the control of the c

Admissions: Assismi/Associate Director of Admissions, Coeducational, 9-12 boarding/day school seeks candidates for the above 12-mouth position. Responsibilities include 6 weeks of travel, inculty follow-up and application evaluation, interviewing implementation of open-house and consultant tour programs, and comprete responsibility for financial side. Experience in one of more of the above areas is critical atom with demonstrated organizational skills. Résumé and three references to Wendy Thoomous, Director of Admissions. The Gungery, Washington, Connecticut 05793, Position to begin June 1, 1992.

Admissions: Assistant Director: Saint Lou-is University, the oldest university weat of the Mississippi and a leader in Jesuit educa-tion, seeks a motivated professional to join lin al Sparianbura, Sparianbura, Carolina 29303. USCS is a liberal articons 29303. USCS is an independent and an anishan Director of Admissions. This approximately 3,500 undergraduate students, 300 of whom are in the School of Business Administration and Economics. USCS is an AAFORE, women and minorilies are encouraged to aprily. supervision of supervision experience transfer recruitment services, coordinatine NCAA certification procedures, and qualifications: Master's degree with a midmum of four years of admissions experience required. Supervisory and recruitment planning experience preferred. Greatest consideration, will be given to applications received by April 15, 1992. Applicants must submit cover letter, references and resumed to: Saint Louis University, Human Resources, Fitzserald Half, Saint Louis, Missourt 61103. Affirmative Action, Equal Opportunity Employer.

Admissions/Records: Assistant Director of Admissions and Records. Assistant Director of Records. Jacksonville State University, located in Northessi Alabama, is seeking applications for an Assistant Director of Admissions and Records. Dutles: Admissions and Records. Dutles: Admissions and Records. Dutles: Admissions and Records. Dutles: Admissionation with prospective students, carenta, and university siaff. Provides information to prospective applicants, processes appli-

University of Southern Queensland Queensland, Australia

SCHOOL OF INFORMATION TECHNOLOGY PROFESSOR OF **APPLIED MATHEMATICS**

The University is seeking a Cheir of Applied Mathematics within the School of Information Technology.

The School of Information Technology is one of seven Schools and currently has 45 staff. The School is responsible for mathematics and computing studies on campus, and as four academic programmes: Mathematics and Analytical Computing, Information Science, Commercial Computing and Graduate Studies. The School currently offers an Associate Diploma in Mathematics and Computing and Degrees in Information Technology (with a Major in Mathematics) at the Bachelor's, Honours and Master's levels, and plans to Introduce Ph.D. studies in 1983. Other courses offered by the School include the Graduate Diploma in Information Technology, and Bachelor's and Master's Degrees in Business.

The School has four major research groups under the University's

grees in Business.

The School has four major research groups under the University's Center for integrated information Technologies (CiNITEC): Mathematical Modelling and Statistics, information Science, Education and Training Technology, and Commercial information Systems. This position relates specifically to the Mathematics and Statistics ares, which is concentrating on numerical modelling, finite difference methods, atochestic processes, operations research, multivariate statistical analysis, signal and image processing, parallel processing, etc. tistical analysis, signal and image processing, persists processing, secApplicants for this position should have a Doctoral degree in mathematics or related discipline, and have a proven record of research
excellence as evidence by pear-reviewed publications and external
funding. The successful applicant will be required to provide a high
standard of academic leadership in mathematics, and will become
leader of the Mathematical Modelling and Statistics research group of
CINITEC. Expertise in the use of vector/parallel supercomputers for
academic and research purposes would be an advantage.

Appointment will be made on a tenured basis at Professional leve subject to a probationary period of one year. Remuneration will include a salary of AUS\$73,800, employer subsidised superannuation, relocation assistance, professional experience leave, study essistance and long sarvice leave.

Initial enquiries may be made to Professor Tom Romberg. Dean, School of Information Technology, P. O. Darling Heights, Toowoomba, Queensland 4360, Australia: Phone: 61 7 76 312689; Fax: 61 7 76 312721; or e-mail: romberg@zeus.uaq.edu.au

Application forms and information packages are available from the Personnel Department by phoning 61 7 76 312 193 or Fax: 61 7 76 312 829. Applications quoting reference 01/432 close with the Personnel Manager on Mondey, 1 June 1982. The University has a smoke free working environment policy. Equality of Employment Opportunity is a University Policy.

cations, essures academic qualifications one mot, reviews official transcripts to determine amount of credit aceptied, awards credit, both traditional and non-traditional. Qualifications: Bachelor's degree from an institution accredited by the realonal accrediting association, Master's preferred. Considerable responsible experience in administration and management with preference given to those with experience in administration and records environment. Salary: \$18,428.80-\$20,280.00. interested applicants should submit resume and namesy addresses of three references to: Persuanel Services, Jacksonville State University, 700 Pelham Road North, Jacksonville, Alebana 36265. An EO/AA Employer.

relations courses such as principles, strategies, campaigns and computer design. Opportunity to teach additional mass communication courses at the undergraduate and
graduate levels. Participate in service and
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telephone numbers of at least three references to: Dr. William A. Nevisors, Chair,
Department of Mass Communication, Telscommunications Center, University of
South Dakota, Vermillan, South Dakota
57069. Review of applications begins April
21, 1992. Senrch will continue ustil position
is filled. Starting date of August 15, 1992.

The Department of Fine Arts of Regis College at Regis University seeks a full time, tenure track faculty member at the Assistant or Associate level. The successful candidate should hold a terminal degree in one of the following areas: music history, choral conducting, ethnomusicology, or music performance. Two Master's degrees, one in music and a second in humanities, may be substituted for the terminal degree in music. We seek a person who has experience in the following areas: teaching in a liberal arts college, conducting a liberal arts. choir, and teaching music history and/or music appreciation. Responsibilities will include conducting the Regis Choir, leaching appreciation courses in the liberal arts core, managing the music program, working closely with campus ministry and acting as academic advisor to students. Candidates must demonstrate a commitment to liberal arts education, an ability to work in a small department, a love of teaching, a love of ideas, and high energy.

Regis College of Regis University is a Jesuit, liberal arts college located in Denver, Colorado, dedicated to academic excellence and service of others. The College seeks to examine treely and thoroughly the dominant values underlying society and to help our students master major areas of knowledge so that they might become articulate and persuasive leaders in the search for a more just society. Our new and innovative core comprises about one half of the necessary course work for graduation and includes three credit hours in the fine Arts Department.

Complete applications should include a letter of application, a current resume, and three letters of recommendation. Applications will be reviewed after May 15, 1992. Position will remain open until filled. Direct applications to: Richard Stephenson, c/o Dean of the College, Regis University, 3333 Regis Boulevard, Denver, Colorado, 80221.

Regis College encourages applications from qualified minority, women, and Jesuit candidates. FOE

Northern Montana College

ELEMENTARY EDUCATION: Tenure-track position. Teaching underreducte and graduate courses in Elementary Education in the creas of content methods, general teaching methods, field experience, and educational foundations; advise undergraduate and graduate students; serve on or chair graduate committees; supervise student teachers; work with public schools in placing and supervising students enrolled in field experience programs; develop curriculum related to teaching enes; serve on college committees. Doctorate in Elementary Education or related field required as well as public school teaching experience. Background in learning theory and computer-based education highly dearable.

dearable.

BUSINESS: Tenure track position. Teaching basic and advenced courses in quantitative areas. Position requires breadth in teaching quantitative subjects, and some preparation in accounting. Interdisciplinary teaching with technology programs on campus also encouraged. Expected to serve as a liaison to business and industry, or to perform significant campus service. Master's dagree required; teaching experience and a doctorate preferred. Preference given to applicants with experience in industry and/or academic programs with technology emphasis.

Rank and salary dommensurate with degree and experience. Available August 1, 1892. Screening begins April 20, 1992. Submit latter stating career goods and interest in the position, résumé, transcripts, and names of three references to: Dr. Marths Anne Dow, VPAA, Northern Montana College, Havre, MT 59501. AA/EOE.

African American Studiest University of Arizona, tull-time, joint appointed position, learne-track in home discipline. Rank open: discipline upon; sudary commensurate with experience. Should be prepared to instruct undergraduate courses on the compressive implications of idensity formation, gender construction, and economic corpetition as these persons of the first terminal competition as these persons of the American and on the African continent, in well its graduate and undergraduate courses and on the African continent, in well its graduate and undergraduate courses in the candidate contines a program of field research with sittong teaching interests; willing to assist development of Program projects in the Scuthwest. Cover letter describing research and teaching experience, vite, narries of three referees, and writing sample to Search and teaching experience, vite, narries of three referees, and writing sample to Search Committee, African American Studies Program, University of Arizona, Trucson, Arizona Strale. Studies and Committee of the position is filled. Studing date: January 1993, Equal Opportunity, Affirmative Aeston Employer.

Anthropology: Moorhead State University, Department of Sociology/Apthropology is seekag as an anthropology is seekag as an anthropology is seekag as an anthropology is seekag an anthropology in the seekag an anthropology is seekag an anthropology in the program of the contract of the cardidate and information. Interest and the cardidate and information in filled. Studing date: January 1993, Equal Opportunity, Affirmative Action Employer. Artonu, tenture, join appointer pos-filos, tenture-track in home discipline. Rank open; discipline upen; sidary commensu-rate with experience. Should be prepared to instruct undergraduate courses on the comparative implications of identity forma-tion, gender construction, and economic competition as these periain to regional and class veriations among Africans in the American and on the African continent, is well in graduate and undergraduate courses in the candidate's discipline, ideal candidate combines or programs of field re-search with strong teaching interests; will-ing to assist development of Program proj-ceta in the Scuthwest. Cover letter describ-ing research and teaching experience, vita, names of three referees, and writing sample to Search Committee, African American Studies Program. University of Arizona, Tucson, Arizona 85721, Review of upplica-rions will begin April 18 and continuous until position is filled. Stutting date: January 1993, Equal Opportunity, Affirmative Ac-tion Employer.

Anthropology: Mourhead State University, Department of Sociology/Anthropology is seeking an anthropologist for a one year, fixed term position, pending budgetary an-



FACULTY OPENING BEGINNING FALL 1992

POSITION: Visiting Professor (rank open) in Music Theatre. One year appointment with possible renewal.

RESPONSIBILITIES: Share in administration of a newly created Music The-atre degree program including supervision of budgeting and curriculum de-velopment. Teach Music Theatre Interatine and performance courses. Direcverification of Musical Theatre productions, Choreography of productions or coordination of work of adjunct dance faculty. Recruitment and advising students in the Music Theatre program. SALARY: Salary commensurate with background and experience.

SALARY: Salary commensurate with background and experience.

QUALIFICATIONS: A broad background in theatre, music and dance (strong dance) background distribute interpersonal and administrative skills for coordination, and budgeting of Music and Theatre resources. Experience in
Music Theatre curriculum development. Energy and enthusiasin for recruitong talented students into the program. Minimum of Musica's degree and
college teaching experience required. Demonstrated success as teacher and
director of college anylor professional regional Musical Theatre productions. DEADLINE: May 1, 1992

CONTACT: Send letter of application, résume and three (3) letters of refer-

Lisa Wilson, Chair Music Theatre Search Commuttee The University of Tulsa 600 South College Ave. Tulsa, Oklahoroa 74104

The University of Tuba is countrilled to diversifying its faculty and staff. Members of underrepresented groups are encouraged to apply. The University of Tulsa is an Equal Opportunity, Althoughe Action Employer.



Department of Health & Physical Education School of Education

Syrucuse University anticipates hiring an experienced leader for its program in Health and Physical Education. The faculty are beginning to transform this program by focusing more attention on the science of exercise and sport. The chair will help guide the development of a nationally prominent program in this

The chair is responsible for coordinating undergraduate and graduate degree programs, enhancing faculty leaching and research, furthoring university and community service activities as well as some teaching and advisement duties. tion of the candidate's research program is also expected.

This tenuro-track appointment will be made at the Associate or Professor level. Although the area of specialization is open, preference will be given to individuals with a clear record of research in the field of exercise science and exercise physiology. Additional training or experience in sports medicine, physical education, blomechanics, exercise blochemistry, or health promotion are desirable. Candidates must have an earned doctorate, extensive experience in university teaching and doctoral advisoment, an ongoing research agenda, and a developed record of research publications.

Application screening will start on April 15, 1992 and continue until the position is filled. The appointment will begin between July 1, 1992 and January 1, 1993. Please send applications, nominations, and inquiries to Dr. James Winschel, Associate Dean, Syracuse University, Health & Physical Education, 820 Comstock Avenue, Syracuse, New York 13244-5040 or call (315) 443-2114.
Candidates should include a letter of application, curriculum vita, and at least three references. Salary is commensurate with experience.

Syracuse University is an Equal Opportunity/Affirmative Action Employer.

Tenure track, Regional Specialization: Lattic America preferred. Africa, Asia also econsidered. To teach both regional ethnography and prehastory and in one or more of the following: symbolic antiropology, gender, inter-cultural communication, myth and ritual, Ph.D. completab by May, 1993 and teaching experience required. Ph.D., publications, and on-soling research preferred. Credentials and experience substantially comprastly to the above will also be considered. Send letter of application and résumé with names, addresses and relegitions numbers of three references to Dr. David A. Kideckel, Chair, Anthropology Department, Central Connecticut State University. New Britain, Connecticut 56505-4010. Review Global Complex of the professor level. Cendidate should be sirong in visual arts, painting, drawing, complexe, which is a popical on a popiy.

Anthropology / Linguistic Anthropology: University of lows seeks a linguistic anthropologist for a 1-year replacement appointment at the Assistant Professor or instructor rank to begin August 1992. Ph.D. or ABD feequired; teaching expenience preferred. Courses to be trught include, for fall sequester 1992, an introductory lecture course (Language and Human Behavior) and an upper division course clanguage and Culture), and, for aring semester 1991, these upper division/graduate courses (cole in linguistic anthropology, on area enthrology course, and one to be negotiated). Send letter, vita, names/addresses/phone bumbers of three references by April [5, 1892 to Laura Craham. Chair, Search Committee, Department of Anthropology, University of lowa, Iowa City, Iowa 52241.

Jamestown College is affiliated with the Presbyterian Church and seeks a person with a commitment to non-sectarian Chris-rian higher education. Search will continue until position is filled. Send application, ré-sumé and three references to Dr. Richard H. Smith, Academic Dean, 6092 James-town College, Jamestown, North Dakola 58401.

Arti Tenure-track position beginning Sep-tember, 1992. Terminal degree and rubile school teaching experience preferred. In-terest and experience in staging and drama helpful. Send letter of application with vin., official transcripts, and names and tele-phone numbers of three references to Dr. Paul G. Reitzer, Vice President for Aca-demics, Judson College, Marion, Alabama 36756. Judson is a Baptist liberal errs wom-len's college. AA/EOE.

Ariz Painter, assistant professor, \$27,000 or CWR, tenure track, September 1992. MFA Painting or equivolent, strong professional accomplishments, standard university teaching beyond TA required. Personal dioction and teaching approach should include painting and drawing from observation, figure and landscape, with skills in oil, additional more professional work in photography.

Annualedge of NCAA rules and regulations. Buchelor's degree required; Master's degree preferred. Successful football coaching on collegate level. Demonstrated one nizational and communications skills. Salvational and communications skills. Salvational and communications skills. Salvational and communications skills.

HEARTLAND COMMUNITY COLLEGE **Founding Faculty Positions**

Heartland Community College, the newest community college in lillinois, is seeking outstanding teachers who will become the college's founding faculty. Applications are invited from individuals with a strong commitment to teaching and a willingness to help shape the college's direction and establish its reputation for excellence and student success. The Faculty Positions. Initial appointments will be in the following

Department Chair, Social/Behavioral Sciences Business/Accounting (3)
Computer Science (1) Nursing (1) Office Technology (1) Psychology (1) Reading (1) Science (3) Sociology (1) icàtions (2) story (1)

All appointments are twelve-month, tenure track positions. Responsibilities include teaching courses at all levels of the curriculum, ecademic advisement, and curriculum development.

Qualifications: The Master's degree in an appropriate discipline is required, with an indication of teaching promise. Multi-or interdisciplinary competence is desirable for some positions. Preference given for competence in areas such as collaborative learning, outcomes assessment, classroom research, and faculty development. Candidates for the department chair position are expected to have experience in supervision and considerable curriculum development experience.

Compensation: The salary range is \$25,000-\$38.000 for faculty teaching positions and \$35,000-\$48,000 for department chair, depending on qualifications and experience.

The College and the Community. Classes will be offered at all three main locations in the community college district, with the main administrative center located in Bioomington-Normal, and centers also in the northern end of the district at Pontiac and at Lincoln in the south. Bloomington-Normal, a vibrant community of about 95,000 people, is located in the geographical center of Illinois, approximately 135 miles southwest of Chicago and 160 miles northeast of St. Louis, and is easily accessible by car, train or plane. The twin-city metropolitan are combines a diversified and stable economy with educational and cultural opportunities provided by two universities and nine performing arts center.

The College of Education at Oregon State University invites applications for a Counselor Education position to leach and supervise counseling student. The OSU Counselor Education program copies counseling with at-risk youth and families a collectional settings.

RESPONSIBILITIES. Tenching, advising and supervision of master's and doctoral level students, field supervision of practice and mem placements. Engages in research, and publication to professional journals. Serves as a member of the College of Education core faculty for Ph.D. and Ed.D. attached.

ten narrative describing how your experience, education, and interest qualify you for this position; resume; three letters of recommendation and statement of counseling orientation. Applications should be mailed to:

Oregon State University is an Affirmative Action, Equal Opportunity Employer. Minurities and women are encouraged to apply.

RIOLOGY

ART

Humanities (2) Mathematics (2)

Application: Letters of application and résumés should be sent to: Dr. Jerry Weber, Vice President for Instruction Heartland Community College 1540 East College Avenue Normal, IL 61761

Review of applications will begin immediately and continue until pos-Heartland Community College is an affirmative action, equal opportunity employer. Women, minorities, and the disabled are encouraged to

Oregon State University

APPOINTMENT. This is a twelve-month, tenure-

QUALIFICATIONS. Doctorate in Counseling. Counselor Education. Counseling Psychology, or related field. Graduate of CACREP program preferred. Demonstrated successful experience and competence in school counseling and supervision: evidence of teaching skills; and ability to teach in at least two of the following specialty areas: nd-risk youth, substance abuse, assessment and diagnosas, life-span development, careed development, counseling diverse populations, and research. Expenence required in one of the following areas of counseling: child and adolescent counseling or family counseling.

APPLICATIONS. Interest to applicate about the following will-

APPLICATIONS. Interested applicants should submit the following writ-

Wityne W. Haverson, Acting Dean College of Education Oregon State University 215 Education Hall Corvallis, Oregon 97331-3502 Telephone; 1503) 737-5960

Teaching experience or work experience in the graphic arts and photography industries preferred. The position requires proficiency in current Macintosh graphic arts programs and a working knowledge of computer maintenance. Send letters, a slide portfolio of current work not to exceed 20 slides to Dr. Bernard Matthies, Vice President for Academic Affairs. Dana College. Blair, Nobraska 68008, Deadline for applications is April 24, 1992 or until the position is filled. AA/COE. Ari/Advertising Design: Eastern Arizona College, Ari/Advertising Design Instructor. Salary: \$24,087 to \$18,350. Closing Date: Open anti filled. Position Starting Date: August [7, 1992. An Equal Opportunity. Affirmative Action Employer, apply through the Vice President of Academic Affairs, Thatcher, Arizona 85352, or phone 602-428-8201.

Biological Science: Microbiology/Developmental Biology. One-year replacement position for 1992-93 at two-thirds tane, freshing responsibilities include two course with accompanying laboratories each semester microbiology and general biology. fall semester: and developmental biological semester: and developmental biology. Ph.D or ABD. Send letter, currolum view, and names of three references to: Richard Pfau, Dean, Emory & Heart College, Emory Virginia 2437, [aquifies to Dr. Richard Sherwin, Chair, Biology (20) 0444-121

RULLETIN BOARD: Positions available



CHRISTOPHER NEWPORT UNIVERSITY

FULL-TIME FACULTY POSITIONS FOR 1992-1993

OPHER PO

SCHOOL OF LETTERS AND NATURAL SCIENCE (Jouett L. Powell, Dean)

Three or four positions. Priorities include an animal physiologist prepared to teach comparative physiology and human anatomy and physiology; a vertebrate zoologist or ecologist; and an environmental scientist with specialization in one or more of the following areas: chemical analysis, microbiology, ecological analysis, and environmental policy.

One position. Expertise in children's and adolescent literature with some experience in teacher education preferred.

ENGLISH One position. Secondary competence in German is highly desirable.

FRENCH Two or three positions. All areas of expertise will be considered. MATHEMATICS ...

One position. The appointee must have teaching and research credentials sufficient to contribute to the conduct of an MAT degree program in mathematics, as well as to the department's program of instruction in undergraduate mathematics. MATHEMATICS EDUCATION

One position. Global history of philosophy and comparative religions, with expertise in Japanese or larger Pacific Rim cultures PHILOSOPHY especially desirable.

SCHOOL OF SOCIAL SCIENCE AND PROFESSIONAL STUDIES (Virginia S. Purtle, Dean)

One position. Teaching duties include drawing and design, printmaking, ceramics, and sculpture.

Four or five positions. Priorities are in early childhood education (with specialties in reading, exceptional learners, cultural diversity, and/or technology applications); middle school social science (with specialties in cultural diversity, measurement and evaluation, and/or technology applications); language arts at the elementary, middle school, or secondary level; and curriculum and instruction (with specialization in special education, bilingual/multicultural education, exceptional learners, and/or educational assessment). Duties for one or more of these positions may include assisting with the development of a newly-restructured teacher assessment). Duties for one or more of these positions may include assisting with the development of a newly-restructured teacher education program, field placement, student intern supervision, recruitment of students, program assessment, certification of education program, field placement, student intern supervision, recruitment of students, program assessment, certification of graduates, and/or improvement of college teaching. All positions are responsible for both undergraduate and graduate education. Practical experience in public school teaching is highly desirable. EDUCATION

One position. Preferred specialties are urban and regional geography, physical geography, and economic geography. Expertise with geographic information systems (GIS) preferred. The successful candidate should be prepared to contribute to the research programs of the (endowed) Joseph Center for the Study of Local and Regional Government. GEOGRAPHY

One or two positions. Priorities are in comparative politics (specialties in Latin American, Eastern European, African, and/or world) and in international relations (specialties in American foreign policy, international law, international organization, and POLITICAL SCIENCE modern political systems.

One position. Duties include teaching physical education activity courses, biomechanics, adapted physical education, tests and PHYSICAL measurement, and supervising student interns. EDUCATION

One or two positions. Priorities are in the areas of life-span developmental psychology and social psychology, but other PSYCHOLOGY specialties will be considered.

One position. Duties include teaching outdoor education/recreation, general recreation, and general education activity courses, RECREATION as well as supervising student interns.

Teaching duties may include teaching macro generalist practice, social welfare policy, human behavior and the social environment, and gerontology, as well as some field instruction. Teaching experience in a CSWE-accredited program and evidence of strong scholarly achievement and/or the promise of such achievement are highly desirable. SOCIAL WORK ...

One or two positions. Duties include teaching a variety of courses, including upper-level courses in theory and research methods, public speaking, and interpersonal communication. SPEECH

SCHOOL OF BUSINESS AND ECONOMICS (Wesley L. Pendergrass, Dean)

One or two positions. Area of expertise open, but priority needs are in the areas of cost and managerial accounting.

One position. Priority will be given to applicants with teaching and research interests in the areas of international finance and/or ACCOUNTING ECONOMICS &

Two or three positions. Teaching responsibilities will be in one or more of the following areas: quantitative methods, organizational behavior, human resource management, marketing, and real estate. FINANCE MANAGEMENT & MARKETING

These appointments may be either tenure-track or restricted, depending upon the needs of the College. Such positions normally require the Ph.D. or other appropriate terminal degree for tenure-track (probationary) appointment above the academic rank of instructor. All positions are subject to final approval of the institution's 1992-1993 operating budget.

Christopher Newport is an urban, four-year, state-supported college located in the city of Newport News, Virginia. By action of the 1992 session of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Newport of the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the Virginia General Assembly, the College will become Christopher Newport University on July 1, 1992. The institution offers eight baccalaureate degree of the College of the College will be come Christopher Newport Inversity of Newport Inversity of the College of the C The College enrolls more than 5000 students, is budgeted a full-time instructional faculty of more than 100 for 1992-1993, and has a part-time and adjunct faculty of more than 100. Salaries are competitive and are accompanied by an excellent package of employer-paid fringe benefits, the total value of which is approximately 30 percent of salary. Within the context of liberal learning, the institution is committed to meeting the needs of its constituencies through excellence in instruction and through research and public service.

In keeping with its mission, Christopher Newport University seeks applications from candidates who are OUTSTANDING TEACHERS, who are ACTIVE, VITAL, AND PUBLISHING SCHOLARS in their disciplines, and who are STRONG POTENTIAL CONTRIBUTORS to the enhancement of the life of the University and the region it serves. The institution has an especially strong commitment to the internationalization of its curriculum; the University and the region it serves. The institution has an especially strong commitment to the international activity. Moreover, because accordingly, the strength of a candidacy is often enhanced if it encompasses an international dimension of professional activity. Moreover, because Christopher Newport University serves an area, the demographics of which reflect a significant minority population, the university serves an area, the demographics of which reflect a significant minority population from minority candidates.

Interested parties are requested to send a letter of application, and current vita to the appropriate dean (named above), c/o Christopher Newport University, Newport News, VA 23606-2998. Applicants will receive further details from the appropriate search committee following receipt of these University, Newport News, VA 23606-2998. Applicants will be received and considered until the positions are filled. Christopher Newport University materials. Screening will begin by mid-April, but applications will be received and considered until the positions are filled. Christopher Newport University materials. Screening will begin by mid-April, but applications will be received and considered until the positions are filled. Christopher Newport University materials. Screening will begin by mid-April, but applications will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University. The University of these controls are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be received and considered until the positions are filled. Christopher Newport University will be rec

Chesapeake College P. O. Box 8 Wye Mills, MD 21679

Science Faculty

Chesapeake College is seeking a full-ame, rune month, faculty member in Science. Faculty member must be self-motivated and pussess ability to work effectively with students

Required: Master's degree in biology, blochemistry, chemistry or closely related field or in science education with appropriate content-oriented course work; previous teaching experience, ability to teach in biological science, physical science and chemistry.

Desired: Ductorate in blokegy, chemistry or closely related field, previous teaching experience at the postsecondary level.

Salary: \$25,056 to \$50,755 with distarting salary not to exceed \$45,123, subject to final budget approval, and dependent upon qualifications and experience Liberal fringe benefits.

Computer Information Systems

Chesipenke College is seeking a full-time, nine month, faculty member in Computer Information Systems. Faculty member must be self-motivated and powers ability to work effectively with students.

Required: Master's degree or equivalent in computer information systems or computer science, previous teaching experience, ability to teach courses in computer information systems and computer science.

Desired: Their teaching experience in COBOL, PASCAL, "C" languages, or assembly language, microcomputer operations and applicable software packages, previous traching experience at the secondary level. Salary: \$25,056 to \$50,755 with a starting salary not to exceed \$45,123, subject to final burken approval, and dependent upon qualifications and experience labered fringe benefits.

CHESAJFAKE COLLEGE to a fully accredited, publicly supported, regional community college offering 30 liberal arts and sciences, technical, and career pregions. Localed on 170 acres on Maryland's scient rural Eastern Shore, Chesapeake College is only an inour away from Baltimore and Washington, D.C. and is easily accessible by U.S. Route 50.

Submit letter of interest and resume, stating position applying for, to:

Mrs. Shirley C. Patchett Personnel Department Chesapeake College P. O. Box 8 Wye Mills, Maryland 21679

For primary consideration, résumés should be postmarked by April 16, 1992. However, position will remain open until filled. Candidates who are considered for an interview must furnish a copy of all transcripts at time of

Female and Minority applicants are encouraged to apply.



FACULTY POSITIONS

ViraCosta MiraCosta Community College District, located in North San Diego (CA) County, is recruiting for full-time instructors for the upcoming academic year.

CHEMISTRY INSTRUCTOR.

MICROCOMPUTER APPLICATIONS INSTRUCTOR. Closing date 4/24/92. For more information, contact

MiraCosta College, Director of Personnel One Barnard Drive, Oceanside, CA 92056 (619) 757-2121, Job line extension 8071 An application and position description will be sent to you

MiraCosta College is an equal employment opportunity and affirmative action employer and seeks to enhance its staff diversity by specifically inviting and encouraging qualified minorities and

Biology: Ohio University Eastern Campus.
Title: Instructor/Astisiam Professor of Biology (depending on qualifications), Beginning salary: \$27,000-\$32,000. Position description: A full-time, tenure track position distring salary: \$27,000-\$32,000. Position description: A full-time, tenure track position distring September 1, 1992. Primary responsibilities inchate teaching of general biology, general zoology, and pre-professional courses faciliding nationary, and physiology. Should have an interest or stall in developming media-assisted courses, Qualifications: Matter's elegree in field response to teaching required; college lyel experionace desirable; good communication and physiology. Should have an interest or stall in developming media-assisted courses, Qualifications: Matter's elegree in field response to teaching required; should be a full professional compusition and the set in the rural Ohio Valley. The commendation materials: Application, and 120 miles east of Columbia, Ohio Logida transportation materials: Application of the professional compusition of the profession of the professional compusition of the professional compusi Oblo University OUIS is a non-residential campus, has approximately 1,10d students and is set in the rural Ohlo Valley. The compus is 14 niles west of Wheeling, West Virginia, 60 miles southwest of Pittshursh, Pennsylvania, and 120 miles east of Columbus, Ohlo. Application materials: Applicants mast submit a letter of application. Application materials: Applicants mist submit a letter of application. Virginia, and irree letters of recommendation postmarked no later than May 1, 1992, Apply to: Chairperson, ikilogy Stanch Committee, Optio University Eastern Campus, 35428 National Recognition of the availability of state funding. Biology: Chicken Standard Committee, Optio University Eastern Campus, 43425 National Recognition of the availability of state funding. Biology: Aquines College, a four-year, Catholic, liberal arts college, has a termination. Teaching superience is preferred, 597-1720, extension 239, OUE is an Equal Opportunity, Affirmative Action Employer. Catholic, liberal arts college, has a termination, Teaching superience is preferred, 597-1720, extension 239, OUE is an Equal Opportunity, Affirmative Action Employer. Catholic, liberal arts college, has a termination, Teaching Superience is preferred. Successful candidate will share teaching responsibilities in this lattroductory courses and will be expected to tooch comparative analogy and embryology. Deadline: April 27, 1992. Sond letter, featured, Oliceau Deadline: April 27, 1992. Sond letter, featured, Oliceau Deadline: April 28, 1992. The Comparative Action Employer.

Biology: Ohio University Hastern Campus. Title: Instructor/Avsistant Professor of Biology (depending on qualifications). Beginning sciency: \$27,000-322,000. Footifoo description: A full-time, tenure track position starting Soptember 1, 1592. Pimary responsibilities toclude teaching of general biology, general zoology, and pre-professional courses including anatomy, and physiology. Should have an interest or skill in developing media-assisted courses. Qualifications: Master's degree in field re-

geni on the availability of state funding.

Biology: Aquims College, as four-year, Catholic, liberal arts college, has a tenure-track position open beginning in August, 1992. Ph.D. required. Must have a strong interest in undergraduate liberal arts education. Teaching experience is preferred, Successful candidots will share teaching responsibilities in the introductory courses and will be expected to tooch comparative anatomy and embryology. Beading: April 17, 1992. Send letter, restund, olikial transcrints, and three letters of reference to Mr. John T. Teusiak, Chairman, Blology Department, Aquims College, Grand Repids, Michigan 49506. An equal opportunity employer.

ENGLISH COMPOSITION INSTRUCTOR (2 positions)

Saddleback College

(one-year sabbatical leave replacement) Full-time temporary assignment for 1992-93 academic year only. Opening #1477-78. Close date: 4/24/92.

Opening #1477-78. Close date: 4/24/92.

Master's degree or higher in English, literature, comparative literature, or composition from an accredited college or university OR Bachelor's degree in any of the above AND a Master's degree or higher in linguistics. TESL, speech, education with a specialization in reading, creative writing, or journalism from an accredited college or university OR a combination of education and experience that is at least the equivalent of items 1 or 2 above. One year minimum (full or part-time) of recent and successful experience teaching English Composition.

Salary placement is based on years of experience and education. To obtain qualitications information and District application, contact Human Resources at (714) 582-4850.



SADDLEBACK COMMUNITY COLLEGE DISTRICT

Saiddleback Community College District is an Affirmative Action, Equal Opportunity Employer and actively seeks the candidacy of ethnic minorities, women, disabled and Victnam-era veterans. 24-Hour Jobline: (714) 582-4852



SEARCH EXTENDED ma Agricultural and Normal, Alabama

ASSISTANT PROFESSOR OF MUSIC EDUCATION AND ASSISTANT BAND DIRECTOR

Announcement No. 750

Alabama A&M University invites applications for the position of Assistant Professor of Music Education and Assistant Band Director. Reporting to the Chairperson of Music Education, the incumbent is responsible for leaching Music Education (Methods and Curriculum), Applied Lessons, and assisting the Band Director.

QUALIFICATIONS: Doctorate in Music Education preferred but will consider MFA. Applicants must be able to demonstrate successful teaching experience on college/university and secondary levels.

SALARY: Negotiable (commensurate with training, experience, and University pay schedule). This is a full-time tenure track position, expected starting date August 14, 1992.

JOB REQUIREMENTS: Current federal law requires identification and employment eligibility verification prior to employment. Only U.S. citizens and alliens authorized to work in the United States may be employed. Interester candidates should submit on or before April 30, a lotter of application; transcripts; current résumé; and the names, addresses, and telephone numbers of at least three professional references who will be contacted to attest to your competence for the position, to: D. I. Horn, Ir., Director of Human Resources, Alabama Agricultural and Mechanical University, P. O. Box 305, Normal, Alabama 35762.

Alabama A&M University is an Equal Opportunity Employer.

DEPARTMENT HEAD **HEALTH AND PHYSICAL EDUCATION**

Northwestern State University of Louisiana

POSITION: Applications are invited for the position of Department Head of Health and Physical Education.

and Physical Education.

QUALIFICATIONS: A doctorate is preferred with experience in higher education.
QUALIFICATIONS: A doctorate is preferred with experience in higher education.
Applicants should have strong organizational, communication, interpersonal, and
computer skills. Applicant must demonstrate evidence that he/she is task oriented
and is capable of working independently.

RESPONSIBILITIES: Management of the academic, personnal, and financial needs
of the Department within a University committed to the pursuit of academic excelience and concern for the needs and development of each individual student. The
Department Head is the chief administrator of the department and must lead the
development of its program. The Department Head has the reaponability to establish
an effective recruiting program to attract students and to build an outstanding faculty
through recruitment and development. Department Heads must also continue to
teach and maintain scholarly activities.

APPLICATION: Send letter of application, resumit, teachers, and thought has been
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teeth and majorin scholarly scholars.

APPLICATION Send letter of application, résumé, transcripts, and three letters of recommendation by April 30, 1992 to: Dr. Robert Alost, President, Northwestern State University, Natchitoches, LA 71497. SALARY: Competitive.

NORTHWESTERN STATE UNIVERSITY IS AN APPIRMATIVE ACTION,

Business: Coordinator / Assistant Profes-cor—Business Programs at a state universi-ty regional campus. A tenure-tract, twelve mouth position responsible for developing, maintaining and supervising all asserted matters related to students and the business

itles will include genetics, molecular biology, physiology, blochombity and batic chemistry. The position is projected to be a two-thirds Blotogy and one-third Chemistry appointment. Charleston Southern University is a private, liberal arts institution, allilitated with the South Carolina Bantist Convention, with over 2,400 subsents, of firing both undergraduate and aradinate descriptions. The notition will repain gone until qualified applicant is found, send letter of applicant, resume and references to: Dr. Jim Barrier, Department of Life Sciences, Charleston Southern University, P. O. Box [Co87, Charleston, South Carolina 2941]. Charleston Southern University, P. O. Box [Co87, Charleston, South Carolina 2941]. Charleston Southern University is an affermative action employer and does not discriminate on the basis of race, color, national or ethnic origin; handless por sex.

Business: Coordinator / Assistant Professor—Business Proprams at a state university regional campus, A topure-track, twelve mooth position responsible for developing malitatining and supersylans all successive actions of reftional campus, A topure-track, twelve mooth position responsible for developing malitatining and supersylans all success.

DIVISIONAL CHAIR OF COMMUNICATION AND THE ARTS

Marist College in an independent non-sectorian college located in Paughkaepsie, New York. The College is committed to excellence in undergradusts education and has an enrollment of some 3,200 undergradustes in sox major divisions: Rumanius, Menagement Studies, Social and Behavioral Sciencea, Computer Science and Mathematics, Natural Sciences, and the newly created dovision of Communication and the Arts. The College and the Division emphasize the integration of liberal education and professional studies with an emphasis on innovative applications of

Marist College invites applications and nominations for the position of Chair of the new Division. This academic organization offers undergraduate degress in Communication Arts (with the Advertising, Journalism, Public Relations, Rhetoric and Public Address, Radio/TV/Film, and Theater), the Fine Arts, and Fashion. The Division Chair reports directly to the Vice President for Academic Affairs.

The Chair of the Division of Communication and the Arts is the chief academic and administrative officer of the Division and works with Chairs of the other Divisions and the Academic Vice President to provide leadership and articulate academic goals for the institution. The successful candidate will be expected to work with the faculty to create the vision that will learned the new division and to chart its course that the contract of the provident of the provi for the future, including the possibility of creating a School of Communication. In addition, the Chair will be esked to provide supervision for the Lowell Thomsa gallery and collection, TV and radio studios, and the journalism lab.

A strong preference will be given to cendidates with the following qualifications en earned Ph.D. in Communication Arts or a related field, a law degree with professional or academia experience in Communication Arts, or a national reputation in the field of Communication Arts; proven achievement in one secholary discipline or significant professional achievement; administrative experience the ability to provide a diverse faculty with innovative leadership; and understanding of and appractation for the implications of emerging communication technologies.

The screening of applicants and nominations will begin after April 9, 1992. The starting date of the appointment is expected to be July 1, 1992, or soon thereath

Applications, which should include a current curriculum vitae and a latter of Applications, which should include a current current what area and a least of interest in the position, should be sent to Mero venderitered. Yice Presidenter Academic Affairs, Marist College, MPO 905, Poughkeepsis, NY 1289, Marist College is an Equal Opportunity/Affirmative Action Employer.

MARIST COLLEGE



Anderson School of Management University of New Mexico

FACULTY POSITION IN ACCOUNTING

The Robert O. Anderson School and Gradunte School of Management at the University of New Mexico are seeking candidates for an escolate or assistant professor position in accounting. Applicants should possess a doctorate (or be ABD) in accounting or related field and evidence the potential for establishing a significant, ongoing program of research, as well as strong teaching credentials at the undergraduate and master's levels. The primary teaching focus will be in the area of taxation; however, strong candidates with diverse teaching interests are encouraged to apply.

The University of New Mexico is the leggest university in the state.

ests are encouraged to apply.

The University of New Mexico is the largest university in the state, enrolling approximately 25,000 students in 61 instructional units offering master's degress in 55 floids and doctorates in 26 fields. The Robert O. Anderson Schools of Management are AACSB accredited at both the undergraduate and graduate levels and operate as an independent professional school within the University. In addition, the Anderson School Foundation provides a strong link with the business and alumni communities and financial support for the academic programs. These programs enroll approximately 1,000 undergraduate and 500 graduate students.

The closing data for applications is April 15, 1992, or until the position

The closing date for applications is April 15, 1992, or until the position is filled. Applications should be addressed to Professor Jesse F. Dillard, Area Coordinator, Anderson Schools of Management, University of New Mexico, Albuquerque, NM 87131.

The University of New Mexico is an equal opportunity, allirmative action employer and strongly encourages applications from women and minorities.

tems. Qualifications: MBA, doctorate pre-ferred, teaching experience in higher edu-cation and relevant business experience. Send résumé, franscripts, and recommen-dations to President's Office, College of St. Joseph, Clement Road, Rutland, Vermont March 1888.

Business Saint Andrews College seeks an individual to teach introductory and advanced finance courses and provide support in economies. The individual will advise students and may be asked to participate in the College's innovative general education core program, Non-tenuite track—one or two year appointment (position may be converted to tenure-track). Ph.D., M.B.A. or A.B.D. Send letter of application, copies of transcripts, and a list of turer references to Corinan Nicholson, Chair, Business and Economics Department, St. Andrews College, 1700 Doswood Mile, Lauriaburg, North Carolina 28352.

Business at New Moxico Highlands University is seekna applicants for three (3) tenure track facnity positions. Contractual duties include,
but are not limited to: teaching, holding office bours, advising students, serving on
faculty or University committees, and
grant writing. The normal full-time teaching load is twoive credit hours per semester, although adjustments may be made as
the nature of course offerings require. Primany teaching areas: Information Systems,
Management, and Economics. Collateral

teaching areas: Finance, Marketins, Mar-agement, Accountins, Information Sys-tems, and Economics. Qualifications: Ca-didates should be doctorally or professionally qualified. A doctorally qualified cand-date is one with an earned doctoral ally qualified. A doctorally qualified content date is one with an carred doctoral appropriate to the teaching field. A professionally qualified candidate is one who has an earned Master's appropriate to the teaching field, appropriate course of the desired and appropriate course course work has business-related field beyond the Master's business-related field beyond the Master's professional appropriate professional certification and appropriate professional certification of professional daves some combination of professional or accordance experience or other air solidate have some combination of professional or achievements. Safer: Competitive and will depend on qualifications and experience. Application paditions and experience. Application paditions: Postmarked no later than midnighed inc: Postmarked no later than midnighed inc: Postmarked no later than midnighed and experience and professional supplications as current resumé, and addresses and phone numbers. Mall applications to: Business Deptime Search committee, School of Professional Sud-Committee, School of Professional

Business Administration: The Paul Plant/ PACCAR Professorable. University of Washington, School of Business Administration, School of Business Administration, beginning Autumn, 1992. This evidence of professorably in business administration.

INVER HILLS COMMUNITY COLLEGE

ILLETIN BOARD: Positions available

tastractor for a variety of Moth courses. Minimum Qualifications: Master's degree, with a major in Math OR 23 graduate quarter credits that weld apply to major. Dustro Master's degree in Math with college the sense learns.

MATH - DEVELOPMENTAL

Instructor for Math Lourning Lab. Minimum: Qualifications: Mastur's degre, with a major in Math OR 23 graduate quarter credits that would apply to major. Dosiro Mastur's Ingrae in Math or Math Education with apply to major colloge developmental math.

KNGLISH

introduction for English classes, prodominantly composition. Evening and Sanday classes are continuly assigned to this position. Minimum Qual-Sations: Master's degree, with a major to English or 23 graduate quarrenced that would apply to major. Desire experience teaching college excepts that would apply to major. Desire experience teaching college expession. Advanced training in rhotoric and composition is a plus. beviews will be scheduled by the college ofter screening of all initial option materials.

Japply for this position, sond letter of application, résumé, graduate tascripts (copies acceptable), and 3 current felters of reference by April 24, 1992 to:

92 to: Kathryn C. Widtnar, Director of Personnel Inver Hills Community College 8445 College Trail Inver Grove Heights, MN 55070 AA/FOE

FACULTY VACANCIES

Nam Del College, a private two-year liberal arts College established in the Caholic vadition, is inviting applications for the following vacant and anticipited labelity openings for 1992-93

WIVEAL SCIENCES: full-time; teach courses in general and introductory NATURAL SCIENCES: full-time; teach courses a guernistry; environmental adogy, human biology, general and introductory cliemistry; environmental stage and associated laboratories. SOCIOLOGY/PSYCHOLOGY: full-time; teach courses in introductory sociology, sociology of the family, current social problems, and introductory

SOCIAL WORK: anticipated full-time; teach social work courses; introduc-ery, ineventions, research methods/statistics; assist with CSWE accre-

WINDERPOLITICAL SCIENCE: anticipated full-time opening; teach survey cases in European history, American history; twentieth century history, comparative and American governments. ANE ARTS: anticipated full-time opening, teach courses in two-nimensional

arinduding drawing, water-color, design, general art and art history. QUALIFICATIONS FOR VACANCIES: earned doctorate (M.F.A. for Fine Arts position) in discipline appropriate and relevant to area of teaching responsibility, evidence of successful leaching at the undergraduate level, commitment to knotion in an interdisciplinary environment; research ability that may lead to scholarly publication; ability to communicate and work effectively with a diverse population of surdenir.

SALARY/BENEFITS: competitive and depends upon experience, qualifications, and employment history.

APPLICATIONS: Applications will be accepted until the positions are filled. Submit a letter of application, transcripts, résumé, and three letters of recommendation to: Mr. H. Raymond Johnson, Diran of Academic Affairs, Mater Del Colege, Rr #2, Box 45, Ogdensburg, New York 13669.

Professor of Graphic Design 9-Month Salary: \$33,200

The Savannah College of Art and Design seeks applicants for a full-time leadily position in an expanding graphic design department, beginning September 1992. The College offers B.F.A. and M.F.A. degrees in graphic design and 10 other visual arts majors. Applicants must possess a Master's degree Preference will be given to candidates with teaching experience and professoral experience. Women and minorities are encouraged to apply. Send cover letter, resume, and slides of personal and student work to Search Caramittee, SCAD, P. O. Box 3146, Savannah, GA 31402.

tation honors Mr. Paul Piaott whose man-teneral skills and entrepreneurial spirit of to the biosociation of a mator Pacific Northwest company. The Professorship may be held by a person whose profession-al regulation and previous research and tacking accommissioners are expendingal.

ence required. Moniteral-Anderson Consensation and seeking seconsilishments are exceptional, and who is expected to maintain a high level of producity withe occupying the Prokarolip, it is intended that the Professorate between the consensation of the faculty, it may be maded to a distinguished visiting faculty and the professoration is not occupied by a permanent offers backelor and associate degrees in another of the faculty, it may be maded to a distinguished visiting faculty and the consensation of the faculty of the faculty and the consensation of the faculty of the faculty are consensation of the faculty of the faculty and the consensation of the faculty of the tacking and any previous research and tacking and the completiments are exceptional, and the is expected to maintain a high level of productivity while occupying the Professoria, because it is intended that the Professoria, becaused to be premanent member of the University of Washington faculity for an mile period not to exceed five years. If the Professorial is not occupied by a permanent member of the faculity, it may be sample to a distinguished visiting faculity number for a period not to exceed two years, applications for this Professorship based to Professor James (CAR Professorship Selection Committee, University of Washington, Seattle, Washington is an Affirmative Action, Bandley, The University of Washington, Seattle, Washington is an Affirmative Action, being Sandon Seattle, Washington is an Affirmative Action.

CLINICAL INSTRUCTOR

Full-time faculty position as Clinical Instructor in a major medical center with the DEPARTMENT OF GENERAL DENTISTRY. This program is located in Knoxville, Tennessee and is administratively an ex-tension of the University of Tennessee College of Dentistry in Memphis. The program has full accreditation with four residents receiving one year gradu-ate training.

Responsibilities will include education, research and service for all areas special emphasis on dental care for patients with medical problems in hos-

pital setting. Tennessee license and completion of an accredited GPR or 5 years experience in practice and clinical teaching required.

UT is an Affirmative Action/Title IX/Section 504/ADA Employer Individuals interested should send their Curricu lum Vitae to the following

E. Wayne Davis, D.D.S., M.S. Director, Department of Dentistry

INF UTINVERSITY OF TENNESSEE Medical Caniar at Enoughille 1924 Alcos Highway U-60 Knoxville, TN 37920 (615) 544-9440 WURZWEILER SCHOOL OF SOCIAL *W*ork YESHIVA UNIVERSITY

Faculty Positions Available

WURZWEILER SCHOOL OF SOCIAL WORK invites applications for several tenure-track positions beginning academic year 1992-93. Applicants must have teaching and research expertise in one or more of the following areas:

- · Direct practice with individuals, families, groups, and communities
- Social policy
- Ethnicity

A master's degree in social work and a doctorate in social work, social welfare, or a related field is required. An established record of scholarship, practice experience, and teaching experience is desirable.

Applications should be forwarded to: Dr. Sheldon R. Gelman, Dean Wurzweller School of Social Work 2495 Amsterdam Avenue New York, NY 10033-3299

Deadline for filing applications is April 15, 1992. Women and minority persons are urged to apply.

FOUNDED in 1957, Wurzweiler School of Social Work is committed to the FOUNDED IN 1907. Wurzweiter School of Social Work is committed to the training of social service professionals. The School offers the Master of Social Work degree which is accredited by the Council on Social Work Education. Additionally, the school offers the Doctor of Social Welfare degree and a Certificate in Jewish Communal Service. Flexible programs are available for working students, including human service employees, recent college graduates, and

Yeshiva University, America's oldest and largest university under Jewish auspices, is in its 105th year. It offers programs leading to the bachelor's, master's, those planning second careers.

doctoral, and professional degrees.

Yeshiva University is an affirmative action/equal opportunity employer

Nursing Faculty

ADVANCED MEDICAL/SURGICAL/PEDIATRIC INSTRUCTOR M.S. in nurshing, 2 years' nursing experience + 1 year teaching or course in teaching, CA R.N. 1991-92 Salary Range: \$31,186-\$45,010. Tenure track position beginning August, 1992.

ADVANCED MEDICAL/SURGICAL INSTRUCTOR M.S. in oursing, 2 years' nursing experience + 1 year teaching or course in teaching. CA R.N. Willingness to teach in pedi or psyc. Grant funded through OV3.

Contact Personnel, Ohlone College, Framont, CA (510) 659-6088. Filling deadline: 4/30/92, 4:00 p.m. AA/EOE.

CENTRAL OREGON COMMUNITY COLLEGE

Faculty Librarian Requires a Master's degree in library or information science from an ALA-accredited program. Candidates with Ph.D. or ABD are encouraged to apply. Destre college library reference experience includes bibliographic instruction and on-line searching. \$27.800-\$34,100 (9-month, probationary, faculty apparts on library reputational pointment). Begin September '92. DEADLINE: June 15, 1992. For required pointment). Begin September '92. DEADLINE: June 15, 1992. For required pointment). Begin September '92. OEADLINE: June 15, 1992. For required pointment). Contact the Human Resources Office, CENTRAL OREGON COMMUNITY COLLEGE, 2600 N.W. College Way, Bend, OR 97701; (503) 385-5513. EEO/AA.

with an earotiment of approximately 1,500 students. Send letter of application, vita, transcripts, and names, addresses, and phone numbers of three references to Dr. Joe J. Eassa, Fr., Director of the MBA Program, Palm Beach Attantic College, Rinker School of Business, P. O. Box 2708, West Palm Beach, Florida 33416-4708.

Palm Beach, Printal Palm B

FACULTY POSITION Assistant to the College Professor NORTHEAST MISSOURI STATE UNIVERSITY

The Assistant to the College Professor is a live-in faculty member in a coed residential college with half-time classroom teaching assignment in an academic division. Shorhe college with half-time classroom teaching assignment in an academic division. Shorhe promotes liberal learning, advises freshmen tossisted by 15 peer advisers), and facilitates academic programming.

Northeast Mistouri State is Missouri's public liberal arts and sclences university, entolling a selective student body of 5,800 in a rural setting. NMSU is known nationally for its phoneering Value-Added outcomes assessment program.

Qualifications: Ph. D. In the arts and sclences preferred; ABD considered; superior academic achievement in undergaduate and graduate work; provious half living experience desired; commitment to interdisciplinary studies.

Remunerations \$23,000-\$26,500 depending on degree and experience, apartment and board; other employee benefits. Academic year contract beginning August, 1902.

Applications: Candidates must submit a letter of interest, vita, undergraduate and graduate

board; other employee benefits. Academic year contract beginning cogost, 1992.

Application: Candidates must submit a letter of interest, vita, undergraduate end graduate transcripts. At a later date applicants will be asked for letters of recommendation and two brief statements of philosophy. Send to: Dr. Terry B. Smith, Dean of the Colleges, Norlineas Missouri State University, Kirkoyile, MO 63301. Deadline for letter, vita, transcripts: May 1. 1992. NMSU IS AN EQUAL OPPORTUNITY EMPLOYER.

9.5 month/year ienure-irack faculty and Division Chairperson position for the Business and Management Division. Starring date August 1992, Administrative leadership responsibilities include planning, budgeting and evaluating of Business Administration (finance). Business Technoricary, Hospitality Management, Finance, and Retail Management programs and faculty at the main campus, and satellite contests at Somerael and Everett, Pennsylvania, and the projected business program at the Federal Prison and State Corrections facilities, serve as a ligison with the Business view of applications will beals immediately shor May 15, 1992. Gardaer-Webb College is an Equal Employment Employer.

Bunicest/Executive Manager Service Recultive Manager, International Center for Artificial Intelligence seeks Senior Executive Manager, Requirements. M.5. In Bunicest Manager, Requirements, International Center of International Accounting or related area, extensive experience in managers in Business Administration, and Technology curricular including accounting courses. Managered in accounting research in the property of the Manager of Particular international and organizations and Execution to detail, knowledge of MAC C., siteation to detail knowledge of MAC C.,

Business/Management: Beliovioral Scientiss/Business and Management. Tenute-track, Australian Professor with an emphasis on behavioral science. Courses will include Behavioral Studies for Business and Management and advanced courses in believioral areas. Opportunity exists to teach more traditional courses such as Cansumer Behavior and Quantitative Research Methods. Teaching load is three courses (two preparations) per somester. Outstanding ods. Teaching load is three courses (two preparations) per somesier. Outstanding teaching effectiveness is the prinary criterion for tenure and promotion. Qualifications: Demonstrated excellence in teaching doctoral degree in business with a substantial background in a belayioral science field or a Ph.D. in a related behavioral science field with substantial coursework in business. A. B.D. is considered. A record of quality retearch and publication is desirable. Commensation package is competitive. Starting date is September, 1992. The University of Reddands, a private, internal arts university, has 1.400 residential underlarist university, has 1.400 residential underlaristic students. J. games, addresses and phone numbers of four current academic references tat least two on teaching abilities; 4) as official copy of transcripts. Scald Committee. Department of Business Administration. University of Reddands. P. O. Box 3080, Redisands. California 92373-099, Review of applications will begin immediately and confine until position is filted. The University of Redlands is an equal opportunity employer and encourages applications from women and minorities.

COLORADO **NORTHWESTERN COMMUNITY COLLEGE**

Colorado Plorthee, ao ra Community College (CNCC) is neceptare applications for two fall-time to change positions (one of which is baled with a diversor director/account dear role) or the main Rangels Campus, and two foll-time to a languagement of the energing Crang Campus, CNCC Service Area, the northeer of the energing Crang Campus, CNCC Service Area, the northeer contacts of Colorado, as constituted of Rio Blanco (Motta, and south Route contacts, undway between Deriver and Soft Libe City Wildlife and concloser recreation abound in this northeestern area. Cross-country sking, canocing, fedsing, rathing, bortong, buttong, billing, camping, and backpreking are but a tew of the adventures as adulted in the tension.

AIRFRAME AND POWERPLANT INSTRUCTOR

Full-time, nine-month position begins on August 20, 1992. Instructor will teach powerplint subjects. A & P horner, minimum of 3 years' arcraft maintenance experience required; turbine engine/air currier experience, teaching experience, and college degree preferred.

HISTORY/POLITICAL SCIENCE INSTRUCTOR (Rangely Campus)

Title-time, nine-morali position begins on August 20, 1992. Mister's Degree in appropriate discipline and minimum of three years' reading experience required, additional graduate work and community college teaching experience preferred. Assignments include Western Civilization, U.S. History, American Coveriment, International Relations, Footomics, and related

DIVISION DIRECTOR/ASSOCIATE DEAN, ARTS AND SCIENCES (Rangely Campus)

ARTS AND SCIENCES (Rangely Campus)

It filled by an outside randidate, this position must be linked with teaching History/Political Science is described above. The Division Pureator/Associate I bear reports to the Vice President of Instruction and administrate the Division of Arts and Sciences. He/she is hedded, assigns, supports, and evaluates the twelve full-time and several adjunct tactily of the division and assists the Vice President with the enhancement of the transfer programs and the transfer resident with the enhancement of the transfer programs and the transfer of articulation agreements with all Colorado public senior outstations. A ten-month administrative position—annually reviewed—the division director teaches 40-60% during the academic year and one course in a summer term. A \$1,000 administrative strend is added to the portinal traching salary. A Master's Degree in the teaching discipline and direct years' oddage teaching experience are required; additional experience in and/or training for instructional administration are preferred.

ENGLISH/COMMUNICATIONS INSTRUCTOR (Craig Campus) Full-tone, muc-month position begans on August 20, 1992. Must be student remediated and able to teach a wide range of composition, technical and resources writing lusiness lengths, speech, and communications courses. Master's Degree in appropriate field and minimum of three years' full-time teaching experience required; secondary and community college teaching experience required; secondary and community college teaching experience preferred. Recowledge of and ability to teach humanities and anguages, especially Spanish, is advantageous

COMPUTER TECHNICIAN/INSTRUCTOR (Craig Campus) COMPUTER TECHNICIAN/INSTRUCTOR (Craig Campus) Inflicting, nine- or eleven-month position legis on August 20, 1992. Required: experience in supervision of computer lab; knowledge of PC mante-name and repair, familiarity with computer networks, desire and ability to teach basic computer-use courses; Master's Degree in education, technology, or computer-related field. Preferred: secondary/post-secondary teaching experience, programming knowledge, experience in planning/manufining computer laboratory, background in relecommunications and deskrop publishing.

Salaries for the above positions are commensurate with experience and edu-cation. Liberal fringe benefits apply. Applications must be postmarked by April 15th. To apply, submit a letter of application, entrent résume, unoffi-cal copies of transcripts, and the traines, addresses, and phone numbers of three professional references to Ms. Chris Wills, Phutan Resource Assistant, Colorado Northwestern Community College, CNCC Box 521, Rangely, Colorado 81648. For more detailed information call (303) 675-3210.

CNCC is an Equal Opportunity Employer

GEORGETOWN

MATHEMATICS

Christian, church related, liberal arts college seeks experienced person with Ph.D. in mathematics and strong commitment to quality teaching. Tenure-track position at Assistant or Associate level available Fall. 1992. Selary commensurate with degree, experience and college salary schedule. Nine month contract; 12 semester hours per semester; summer leaching extra.

Sund letter addressing desired qualifications, resume with references, and transcript(s) by May 15, 1892.

Dr. Joe O. Lewis
Vice President for Academic Alfeirs
and Dean of the College
Georgetown College
400 Rest College Street
Guorgetown, KY 40324

Chemical Ecology: Post-doctoral. Duller: Prepare and extract plant samples, operate expliairy ass, and HPLC reverse phase chromatographs, multivanate statistics, prepare results for publication. Requirements: Ph.D. in Chemical Ecology with emphasis in statistics, aga and HPLC chro-

instography, Salary, \$19,500. Send résund to dob Service, Job Order No. 1882078, P. O. Box, 1339, Provo, Utah 84603.

Chemistry: Ohio Univarity Eastern Campus, Title: instructor/Assistant Professor of Chemistry deteroning on qualifications. The post, and there is the continue until the position is lead into the service, Job Order No. 1882078, P. O. Box, 1339, Provo, Utah 84603.

Chemistry: Ohio Univarity Eastern Campus, Title: instructor/Assistant Professor of Chemistry deteroning on qualifications. The post, and three letters of recommendation of the position of the position is lead into the position in the positi Business Management: Olympic College.
Trautre-irack teaching faculty position in Business Management. Abster's degree required. Must have a Master's or Bachelor's degree in Business Administration. Business experience required: tenching experience desired. Candidate selected must be able to complete vocational serialestion requirements. Starting date: September 10, 1992. Deadline: May 4, 1992. Submit letter of Chemistry (depending on qualifications). Beginning salary: \$77,000-512,000. Position doscription. A full-time, tenure track position attribute, tenure track position attribute, tenure track position and trained. (In the proposition of the mistry depending on qualifications). Observice, Joho Order No. 1802078, p. O. Box 1339, Provo, Usb 84603.

Chemistry: Obio University Eastern Campus, 1992. Deadline: May 1111: Instanctor/Assistant Professor of Chemistry: Obio University Eastern Campus, 1992. Deadline: May 1111: Instanctor/Assistant Professor of Chemistry: Obio University Eastern Campus, 1992. Deadline: May 1111: Instanctor/Assistant Professor of Chemistry: Obio University Eastern Campus, 1992. Deadline: May 1111: Instanctor/Assistant Professor of Chemistry: Obio University Eastern Campus, 1992. Deadline: May 1111: Instanctor/Assistant Professor of Chemistry: Obio University Eastern Campus, 1992. Deadline: May 1111: Instanctor/Assistant Professor of Chemistry: Obio University Chemistry: Obio Univ

FAYETTEVILLE STATE UNIVERSITY School of Business and Economics FACULTY POSITIONS

Fay-treville State University is a constituent institution of the 16 campus University of North Carolina System Fayetteville, located in Southeastern North Carolina, has a SMA population of over 250,000. This state supported coeducational institution has an enrollment of nearly 4,000 students and offers Associate of Arts, undergraduate and graduate degrees.

SCHOOL OF BUSINESS AND ECONOMICS This is an upper level division of the University oldering undergraduate degrees in Accounting. Business Administration, Business Education, Economics and the MBA. It has an entrollment of approximately 700 and is housed in a new 50.4 million building with excellent computing facilities. The School is committed to seek AACSB accreditation.

Applications are invited for the following positions to begin Fall 1992. Business Law/Accounting: Legal environment of business &

financial accounting
Finance: Financial Markets and Corporate Finance
Economics: Macroeconomics and Public Finance
Management: OB, HRM, Strategy
Business Education: Management communication

Qualifications The successful candidates must have:

An earned doctorate in appropriate field (ABD considered) (JD/MBA or JD/MS in Accounting required, CPA highly desired for Bus Law/Acting position)
Commitment to and a record of teaching excellence
Evidence of scholarship and professional activities
Business experience highly desired

Rank: Assistant/Associate Professor • Tenure Track Salary: Highly competitive

Responsibilities: Teaching undergraduate and graduate courses in area of expertise; advising students, ourgaying in professional research and publications, and participation in university and community service. To Apply: Send vita, application letter, names, addresses and phone numbers of three references, by April 20, 1992, to: Dr. Assad Tavakoli, Acting Dean, School of Business and Economics, Fayetteville State University, 1200 Murchison Road, Fayetteville, NC 28301-4298; Phone: (919) 486-1267

Santa Cruz County, California **ANNOUNCES FACULTY POSITIONS**

We are searching for faculty to join our dedicated community of faculty and staff. We are seeking energetic, flexible, innovative individuals who wish no join and grow with one of the most highly-respected community colleges in California.

Commanding a sweeping view of Monterey Bay, Cabrillo College serves a diverse district which includes the rich agricultural Pajaro Valley and the vibrant university community of Santa Cruz. The College is particularly interested in minority applicants wishing to help serve our increasingly diverse college population.

If you are interested in joining a special community of faculty and staff, please contact the Cabrillo College Personnel Dept., 6500 Suquel Dr., Aptos, CA 95003; (408) 479-6217 for further information and required applica-

TENURE TRACK FACULTY POSITIONS AVAILABLE:

Accounting Instructor
 Computer Science Instructor
 Extended Opportunity Program and Services Director

EMPLOYMENT CONTINGENT ON FUNDING AND GOVERNING BOARD APPROVAL AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

miles east of Columbus, Ohlo. Application materials: Applicator must submit a letter of application, vitae, all college transcripts, and three letters of recommendation optimarked no later than May 1, 1992. Apply to: Chairperson, Chemistry Search Commistee, Ohio University Eastern Campus, 43-425 National Road, Saint Clairsville, Chio (4389); fax §614-459-1720, extension 239, OUE is an Equal Opportunity, Attirnative Action Employer, Women and minor attendance are encouraged to apply. This position is available confingent on the availability of state funding.

Chemistry: Full-time, tonure-track position bealming. August, 1992. Required: an earned Ph.D. in chemistry or chemical education with strong contrattment to teaching/student interaction. Undergraduate teaching experience preferred. Duties include lecture and laboratory for course in organic, analytical, physical chemistry, buochemistry and other courses for majors and non-majors. Mount Mary is a Catholic four-year, women's college. Send letter of application, resume, and three letters of recommendation by May 1, 1992, to Dr. Kay M. Elsen. Chair, Chemistry Department, Mount Mary College, Milwaukee, Wisconsin 53222. Minority group members and women are encouraged to apply.

Child Development/Early Childhood Educa-tion: Graduate (Doctoral) Assistantship: Child Development / ECR Coordinator.

UNIV

The Chronicle of Higher Education • April 1, 1992

CHAIR, DEPARTMENT OF POLITICAL SCIENCE RESPONSIBILITIES: Provide leadership for a fourteen member department offering the B.A. and M.A. Department currently has 264 undergraduate majors and 34 graduate students. Administrative duties include leadership in development of Ph.D. program and in personnel decisions. budget management, and curriculum planning.

QUALIFICATIONS: Ph.D. in political science (field of specialization open) is required. Sufficient teaching experience and publication record to warrant appointment to associate or full professor rank with tenure. Prior administrative experience preferred.

SALARY: Highly competitive; commensurate with experience and qualifications. Twelve-month appointment to begin July 1. 1992, or at a mutually agreeable time thereafter

THE SETTING: UNLV is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "upand-coming" colleges and universities in the U.S. Located in cosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents.

APPLICATION: Applications and nominations should be sent to the address below. To apply, send letter, vita and names, addresses and phone numbers of five references, Screening will begin May 1, but search will continue until a suitable candidate is identified. Send materials to: Cherri Bowles, Associate Dean, Graduate College, Political Science Chair Search Committee, University of Nevada, Las Vegas 4505 Maryland Parkway, Las Vegas, Nevada 89154-1017. UNLV employs only U.S. citizens and aliens authorized to work in the U.S.

UNLV is an AA/EEO employer. A YOUNG, PROUD, AND GROWING UNIVERSITY

DEPARTMENT OF FINANCE AND INSURANCE ELI BROAD COLLEGE OF **BUSINESS**

Michigan State University Fall, 1992

The Department of Finance and Insurance at Michigan State University is seeking qualified applicants for a tenure track position at the Assistant Associate Professor mak, beginning August 16, 1992. For appointment at an Assistant Professor, preference will be given to candidates who have completed all requirements for the Ph.D. or DBA degree by August 1992. Candidates for an Associate Professorship must have a Ph.D. or DBA degree and provide evidence of an excellent teaching and research record. All candidates are requested to provide a resume, three references, and All candidates are requested to provide a resume, three references, and copies of all refereed published research or a summary of their doctors thesis.

Applicants must be able to teach at the doctoral level in the area of speculative markets, plus have a strong interest in two other areas of finance, and he willing to participate in the service activities of the College. Salaries and related benefits are competitive.

Applicants should submit all relevant data no later than April 15, 1992 to: Dr. Richard R. Simonds, Chairperson Department of Finance and Insurance Eli Broad College of Rusiness Michigan State University East Lansing, MI 48824-1303 Fax (5/7) 336-1080

MSU IS AN AFFIRMATIVE ACTION, EQUAL, OPPORTUNITY INSTITUTION

Master's and 3-5 years' college lab or tuition systems, traffic control and manage equivalent experience required. 12-month ment; innovative design methods for training the control of th position, including doctoral study. Competitive salary; tuitions waived. Starting date: August 1. 1992. Review of applications begins immediately. Contact: Dr. Connie Steele, Head, Department of Child and Family Studies, Cullege of Human Ecology, The University of Tennessee, Knoxylle, Tennessee 37996-1940. AA/

Civil Engineering: The University of California, at Berkeley. Department of Civil Engineering, Invites applicable for a tenure-track assistant professor position which will be appointed in infrastructure planning, design and management or structural engineering, effective in the Spving, 1993, pending budgetary approvat. Applicants must hold a ductoral degree in engineering. The successful candidate will be responsible for teaching undergraduate and graduate courses in civil engineering and must show oftential for high quality research. Infrastructure Planning, Design and Management: This position requires a familiarity with transportation engineering and highway traffic operations. Desirable areas of expertise include, but are not limited to, the following: highway traffic flow theory; public transportation systems and operations; intelligent vehicle/highway systems; automation and control for transpor-

tuition systems, traffic content man tement; innovative design methods for tumportation systems; risk analysis and safer, and transportation/scoraphic information systems. The successful candidate with have the opportunity to interact with prople in related disciplines such as operation research, environmental, mechanical and electrical engineering, and other non-engineering fields. The institute of Transportation Struttes provides an ideal vature for this interaction. Structural Engineering: This interaction. Structural Engineering: This interaction, Structural Engineering. This interaction is structural engineering and safe and the following areas of earthquake engineering; advanced dynamic analysis and its area there in the structural earthquake engineering and relatibilitation of entities are tures and facilities. The successful candidate with the expected to perform innovative research in structural earthquake engineering, to interact with faculty in other distributes within the earthquake engineering engineers and profession with practicing engineers and professionals. Applicants resume, a statement of the teast, together with the names and sterest, of performance of the seast, opening the structure, and the seast, opening the structure of California, Bartely California of Civil Engineering, Room 760 Davis Hall. On Civil Engineering, Room 760 Davis Hall. On Civil Engineering, Room 760 Davis Hall.

WEST LIBERTY STATE COLLEGE West Liberty, West Virginia **SCHOOL OF**

BUSINESS ADMINISTRATION West Liberty State College, a fully accredited multipurpose four-year administration serving approximately 2,500 students in the northern punhanger of West Virginia seeks applications for the following positions to be a August 17, 1992.

COMPUTER INFORMATION SYSTEMS: COMPUTER INFORMATION SYSTEMS:
COMPUTER INFORMATION SYSTEMS:
feature-track position to teach undergraduate courses in Computer Information Systems and Programming. Master's degree in CIS or related area required with a Master's or lacticion's degree in Business. Business experience and full-time college-level teaching experience highly desirable, the gradient of the state of the s

West Liberty, WV 20074.

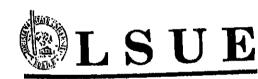
OFFICE ADMINISTRATION:
Tenure-track position to teach undergraduate courses in Office Administrator, Shorthand, Typing, and Word Processing. Master's degree in Bosness or related area required. Business experience and full-time college-level teaching experience highly desirable. Rank and salary dependent upon experience and educational background. Interested applicants should submit detailed and current résumes in confidence to: Elizabeth Robinson, Chalrperson, Department of Management and Administrative Systems, West Liberty State College, West Liberty, WV 25074.

ACCOUNTING:
Temre-track position to teach undergraduate courses in Accounting and Additing, Master's degree in Business or related area required. Business expedence and full-time college-level teaching experience and C.P.A. lighly desirable. Rank and salary dependent upon experience and edugible arkground. Interested applicants should submit detailed and oment resumes in confidence to: Lawrence Blush, C.P.A., Chairperson, Department of Accounting and Economics, West Liberty State College, West Liberty, WV 26074. ACCOUNTING:

MARKETING: Imme-track position to teach undergraduate courses in Marketing, Marketing Research, and Professional Selbing. Master's degree in Business or elated area required. Business experience and tuil-time college-level teaching experience highly destrable. Rank and salary are dependent upon experience and educational background. Interested applicants field subrit detailed and current resumes in confidence to: Dr. Thomas Babb, Chaleperson, Department of General Business and Marketing, West Liberty State College, West I therty, WV 26074.

WEST LIBERTY STATE COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER

MODIFICATOR TO THE LITTLE PORT OF THE PROPERTY OF THE PROPERTY



The Community College of Acadiana

Head, Division of Business & Technology Responsible for administering Business & Technology Division at a

2-year community college campus of the LSU System Strong leadersuperpected in developing new programs, Includes limited teaching

Qualifications: Doctorate preferred; applicants with master's degrees will be considered.

Salary: Commensurate with experience and credentials.

Position Starting Date: August 18, 1992 (or as otherwise agreed). Applications accepted until May 1 or until suitable candidate found.

Application: Send application letter, vita; names, titles, addresses, Mone numbers of 3 references to Dr. Donald Royers, Vice Chancellor or Academic Affairs, Louisiana State University at Funice, P.O. Box

LSUE is an equal opportunity/affirmative action university. Women and minorities are encouraged to apply.

applications to begin immediately. AA/

Communication: Assistant Professor/intractor with expertise in production to
teach theoretical and applied courses and
oretize asite of the art media lab. M A
required, Ph.D. preferred. AA/EOE. Salaplaned and an additional sease there, vita,
transcripts, and at least three letters of reccamendation to Christiant Wilcox. Sectetry to the Communication Scarch Commine, Hanover College, P.O. Box 108,
Hanover, Indiana 47243-10108

Communications: Assistant/Associate Profetor. Reponsibilities: Teach courses in
many many manufaction, newswriting
as public relations; coordinate student intensiba; serve as faculty advisor to coltions program majors. M.A. and collegetaching experience required. Send resame transcripts, list of courses taught and
specific experiences pertinent to this postlon and three current letters of recommendation to: Both of the College, Sage Junior
College of Albany, 140 New Scolland Avesage, Albany, New York 12208, Review of

Communications / Radio - Television: East Central University invites applications for a tenure track position beginning Fall. 1992 Sulary and rank commensurate with 1992 Sulary and rank commensurate with credentasty. Individual will teach undergreducte themy and production courses in radio and television. Some background in radio and television. Some background in advertising/public relations desirable. Academic advertising/public relations and service on depart-Communications: Full time, tenure-track and professional experience deviced. A Full profession position will be directory for forestics and will teach courses in Monarcation or mass communications. The freshmen interdisciplinary core days highly desirable. Strong communications highly desirable. Strong communications that the freshmen interdisciplinary core days highly desirable. Strong communications highly desirable. Strong commining at a selective professional references by April 22, 10 Mr. Date Hayden, Personnel Office, East Central Daversity, Ada, Olaburative private liberal aris university Picase recommendation, three letters of by April 24, 1992 to Profession 20 Eters of professional references of the Redwoods in Eureka Culiforms, needs that Redwoods in Eureka Culiforms, needs the Redwood

MOREHEAD STATE UNIVERSITY CHAIR, DEPT. OF NURSING AND ALLIED HEALTH SCIENCES

Applications and nomination are invited for a tenure track position as Chair of the Depart-ment of Nursing and Allied Health Sciences beginning July 1, 1992. Responsibilities:

Provides administrative leader-ship for the following programs: baccalaureate degree in nurs-ing, associate degree in nurs-ing, associate degree in radio-logical technology, and associate degree in respiratory thera py; advises and teaches under graduate students and work effectively with personnel i other departments and colleges of the University; manages bud-get; schedules classes; recruits faculty; and evaluates faculty and staff. Qualifications: Terminal degree in one of the department's disciplines or other allied health area. Five years teaching experience.
Strong evidence of university administrative, managerial and teaching ability. Submit letter of application, resume and references no later than May 1, 1992, to: Office of Personnel Services, Attn: Chair.Nur, Marchead State University HM101, Morehead,

KY 40351. MSU is an AA/EOE employer.

Division Chairperson HEALTH CAREERS

MIDDLESEX COMMUNITY COLLEGE is a public college with campuses in Bedford, Burlington and Lowell serving the northwest suburban region outside Boston. The College serves the largest population area of the state with nearly one-quarter of the state's population within a fifteen mile radius.

The successful candidate will assume administrative and academic responsibil-The successful candidate will assume administrative and academic responsibility for the College's health programs including Dental Assisting, Dental Hygiene, Dental Laboratory Technology, Diagnostic Medical Sonography, Medical Assisting, Medical Laboratory Technology, Nursing, Radiologic Technology, Occupational Therapy Assistant and related grant-funded programs.

Qualifications must include a Master's Degree in health related field and 6-8 years' College level leaching and/or administrative experience in health careers. years Contege level leaching and/or administrative experience in health careers, preferably at a community college. Ability to interact successfully with students, faculty, staff and the general public throughout the College Community is essential. Strong oral and writing skills required.

Salary range \$46,000-\$51,000 for a 12 month year. Send letter, résumé and supporting materials demonstrating experience in listed areas to:

> Dr. Carl Schilling Dean of the College

MIDDLESEX COMMUNITY COLLEGE

Springs Road Bedford, MA 01730

Application deadline: 4/15/92

AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

GEORGETOWN

EDUCATION

GRADUATE EDUCATION: A senure-track position available August, 1992 at Asalstant or Associate rank for person with Ed.D. or Ph.D. Teaching experience at K-12 and college levels destrable. Superior teaching skills and active involvement with the Christian faltit are essential. Specially areas include, elementary education, curriculum and foundations. The position however a nine semester hour teaching load, travel to extension sites within a one-hour drive of the campus, and advising students during the alternoon and evening hours.

entermoon and evening hours.

Georgetown College is a private church-related college founded in 1829 with 1200 undergraduate and 400 graduate students. Located on 1-75 just 12 miles morth of Lexington, Kenucky—near he new Toyota Manufacturing Plant and in the heart of beautiful bluegrass hoise country.

Send letter additesting desired qualifications, resume with references, and transcript(s) by April 15, 1992, to:

Dr. Joe O. Lowls
Vice President for Academic Atlairs
and Dean of the College
Georgetown College
400 East College Street
Georgetown, KY 40324

AT&T 3515's running UNIX and many Computer Information Systems: (CIS.) Ten month faculty position for academic year 1992-93. Master's degree in CIS or CS preferred, Buchelor's in CIS or CS minimum. Community college or related teaching experience heirful. Acuel LAN experience preferred. Application deadline April 15, 1992. Submit letter of application. Nesuné, three reference letters, and official mascripts to: Dr. Robert J. Deser. Jr., Dean of Academic Affairs, Mindisonville Community College. 2000 College Drive, Madisonville, Kentucky 4431. MCC is an AA/ED employer. Minority applicants encouraged. AT&T 3013 a running Uran personal computers. Academic rank and salary will be commensurate with credentula and experience. Salary will be competitive. Applicants should submit in letter of application, résumé and three letters of reference to: Oklaboma City University. Attention: Search Committee Chairman, 2501 North Blackwelder, Oklaboma City, Oklaboma 73106. Application process has been extended until April 5, 1992. Oklaboma City University is an equal opportunity, affirmative action employer.

Computer Science: Eastern Arizona Col-lege, Computer Instructor, Salary: \$24,087 to \$38,390. Closing Date: Open until filled. Position starting date; August 17, 1992. An equal opportunity, affirmative action em-nioyer. Apply through the Vice Presideal of Academic Affaira. Thatcher, Arizona 85552; or phone (602) 428-8201. computer information Systems: Carlow College invites applications for a full-time position starting August. 1992, as instructor or Assistant Professor in the information August. 1992, as instructor or Assistant Professor in the information August. 1992, as instructor or Assistant Professor in the information August. 1992, as instruction Management B. 5. Program Master's degree in Cls. Computer Science or equivaling the colorate preferred and recurred for Assistant Professor rank. Duttes include 24 Ass

ucgree and professional esperience required Send letter, resume and three letters of professional references by April 22, to Mr. Dale Hayden, Personnel Office, East Central University, Ada, Ollamina Targic Associate, Central University is a letter of professional track possion of Machine May 1, 1992.

Torsputer Information Systems: Cullege of the Redwoods in Eureka, Calfornia, needs to the Redwoods to the Redwoods in Eureka, Calfornia, needs to the Redwoods to the R

ssachusetts AMHERST Department of Landscape Architecture and Regional Planning

Faculty Position Announcement Assistant Professor

The Department of Landscape Architecture and Regional Planning ine Department of Lanoscape Architecture and Hegional Planning is offering a full-time, tenure track position at the Assistant Professor level, commencing September, 1992. This is a research-based position with a primary focus on environmental and resource planning. The successful applicant will be expected to teach courses on environmental policy, resource development and plan making at the graduate and undergraduate levels. He/she will also be expected to establish a strong, funded, research agonda. A doctorate degree is required, preferably in planning. Salary commensurate with

qualifications and experience. Send a letter of interest, including vitae and a list of four references to: Meir Gross, Chair, Search Committee, Department of Landscape Architecture and Regional Planning, University of Massachusetts, 109 Hills North, Amherst, MA 01023. Applications must be postmarked no later than April 30, 2003. The University of Massachusetts is an Affirmative Action? 1992. The University of Massachus Equal Opportunity Employer.

Emmloyer.

Courseling: Arkansas State University, Student Affairs Davision. Director of Courseling. The director will plan, or senke, and implement a comprehensive counseling program to include: Individual and group program in the courseling, special outcach in residence halls, crisis intervention, and program seasured. Will serve as a failann with great metal health resources, and perform other duties as needed. A doctorate in educational counseling or related field is required. There-flow years' successful experience in working with college age individuals; knowledge of student counseling control of the programming design and implementation of the programming d

Counseling/Counseling Psychology: Counseling Counseling Psychologist, Counseling Center, tenure track, scalentic year position. Earned doctorate and Michigan myschologist or counselor license eligibility.

tasks on schedule is needed. Ability to work well with others and avidance of commitment to professional growth is desired. Miniarum salary is \$45,000, Salary commensurate with training and experience. Obtain mandatory employment application from Personnel Office. Italianssee Community College, Room 100, Department and the series of commitment to equal employers of the desire of the desire of the college, and about 770 faculty. Letter of application, vita and there is the desire of propagate and submitted by April 20, 1932, for failing serening

EOE.

Courseling/Crisis intorvention: The Student Affidra Drykison of Duke University has an opening for a Sexual Assault Support Services Coordinator beginning August, 1992. Duties include: trials intervention/counseling, ongoing needs assessment, and prevention programming design and implementation. Minimum requirements: Master's dearse in comesting or related field or equivalent experience. Turne years' experience in rape/sexual assault crisis intervention and educational programming, preferably in a university environment. Twelve month position, salary commensurate with experience. A comprehensive frings benefits package is included. Letter of application, resume, and three letters of reference should be mailed to SASS Search Committee. Duke Women's Center, 126 Few Fed, Durham, North Carolins 27706. Deadline for receipt of applications is April 24th.

RULLETIN BOARD: Positions available

Roy H. Park School

of Communications

The Television-Rudio Department of the Roy H. Park School of Communications at Ithaca College seeks candidates for a new, tenure-eligible position beginning August 15, 1992.

The successful candidate must have demonstrated expertise in one or

The successful candidate must have demonstrated expertise in one or more of the following areas: communication technologies, communication law, government and media, critical/cultural studies of mass communication, mass media research methods, mass media effects. She will be responsible for introductory and advanced courses in these areas as part of departmental core requirements. In addition, this individual should be able to develop and teach courses within his/her area of

Ph.D. in communications or related field and successful teaching experience are required; ABD's also considered. Commitment to liberal arise education within a professional program also required. Runk open, depending upon experience and qualifications.

Send vita and letter of application, along with names, addresses and idephone numbers of three references to: Dr. John Hothheimer, Char, Search Committee, Television-Radio Department, Roy H. Park School of Communications, Ithaca College, Ithaca, New York 14850; (607) 274-3242.

Screening of applications begins immediately. However, applications will be accepted until the position is filled.

thara College is an independent, residential, comprehensive college with an undergraduate entrollment of approximately 6,400 students. It is located in the Finger Lakes Region of central New York.

lihaca College is an Equal Opportunity, Aftirmative Action Employer,

UNIVERSITY OF ARKANSAS

AT MONTICELLO

DEPARTMENT OF

FOREST RESOURCES

The Department of Forest Resources, University of Arkansas at Monkein, seeks applicants for tenure track positions combining teaching
and research. The Department requires persons with particular competencies in Forest Management, Economics, Administration, Policy,
Biometrics, Mensuration, Recreation, and Wildlife Management or related fields. Experience with Ols would be desirable. Since multiple
positions are funded, the University may assign teaching-research
responsibilities among disciplinary area according to the particular
qualifications and interests of applicants. Research responsibilities
require continuing existing funding studies as well as developing research programs emphasizing interdisciplinary approaches to forest
resource management. Candidates must have a doctorate and experience in at least one of the listed specialities or a closely related field
without degree in forestry. Candidates with broader disciplinary backgrounds will receive preference. Salary and rank depend on qualifications.

Send letter of application, résumé, with names, addresses and tele-phone numbers of three references to: Dr. Edwin K. Lawson, Acting field, Department of Porest Resources, P. O. Box 34tht, Monticello, Afransas 71655; (501) 460-1149. Review of applications will begin May 1, 1992 and continue until positions are filled.

University of Arkansas at Monticello is an Affirmative Action. Equal Opportunity Employer. Minorities and women are encounaged to apply.

HISTORY OR OTHER SOCIAL SCIENCE INSTRUCTOR

To teach and assist in the administration of the humanities/

social science department of a growing technical college. Ph.D. and five years of college teaching experience required. Administrative experience preferred. An Equal Opportunity, Affirmative Action Experience preferred.

Affirmative Action Employer. Send résumé to Chairperson Humanities/Social Sciences New England Institute of Tech., 2500 Post Road, Warwick, Rhode Island 02886.

ITHACA COLLEGE

COLLEGE OF HUMAN PERFORMANCE AND DEVELOPMENT

Chair, Department of Sport and Leisure Studies Associate Professor or Professor

RESPONSIBILITIES: To serve as Chair of a recently created Department of Sport and Loisure Studies which is housed in the College of Human Performance and Development. The Department will contain five full-time faculty, and several part time faculty, offer a Bachelor's degree in Recreation and Leisure Studios, and offer an interdisciplinary Masters degree in Sport and Leisure Service Management. The chair is a ninemonth appointment with summer teaching possibilities as well as an additional administrative stipend. Preference will be given to candidates with professional credentials and accomplishments sufficient to ment appointment with tenure. QUALIFICATIONS: An earned doctorate with expertise in an area found within the department. Experience in academic administration. Evidence of effective leadership skills. A record of research, scholarship and publication. Demonstrated commitment to affirmative action. Professional interests in sport and leisure service marketing, sport law, or sport management, is highly desirable. SALARY: Commensurate with comparable peer institutions. Contact Professor Lawrence Golding.

Asst. Professor of Athletic Training/Sports Medicin Dept. of Health Education & Sports Injury Management RESPONSIBILITIES: Teach in the Athletic Training B.S. Degree Program. Advise undergraduate etudents (A. T. & pre-professional). Coordinate clinical experiences in athletic training. Work in cadaver anatomy laboratory. Participation on Department, College, and University committees. Conduct research in newly constructed Sports Injury Research Center, Some advisement/work with graduate student study and research.

QUALIFICATIONS: Earned doctorate in Health/Physical Education or closely related field with a secondary amphasis in a Health or Exercise Science (Biomechanics, Exercise Physiology, Epidemiology, etc.). Documentation of professional involvement and service. Documentation of superior teaching effectiveness. Athletic training experience, NATA Certification. Demonstrated ability to generate external funding. Ability to work in an interdisciplinary College of Human Performance and Development.

SALARY: Entry level, tenure track, approximately \$33,000 for nine months. Contact Professor Brent Mangus,

Assistant Professor/Department of Kinesiology College of Human Performance and Development RESPONSIBILITIES: Teaching undergraduate and graduate courses in biomechanical kinesiology. Developing courses pertaining to biomechanical basis of motor control. Participation on Departmental, College, and University Committees. Advising undergraduate and

graduate students. QUALIFICATIONS: Earned doctorate with specialization n biomechanical kinesiology. Ability to integrate the neural, physiological and biomechanical aspects of human movement. Evidence of research, scholarship, and publication. Established research focus. Grant writing expertise sought. Documentation of professional

involvement and service. Documentation of professional involvement and service. Documentation of superior teaching effectiveness. Knowledge of, and experience in counseling college-age audicant matter instrumentation and laboratory technology.

SALARY: Entry level, tenure track, approximately \$33,000 for nine months. Contact Professor Gerald Landwer.

THE SETTING: UNLV is one of the fastest growing universities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "up-and-coming" colleges and universities in the U.S. Located in cosmopolitan Las Vegas, the university has Located in cosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of 850,000 residents.

APPLICATION: Screening will commence on April 27, 1992. Send letter of application, vita, copies of transcripts and three original letters of reference to the appropriate contact person at the following address: University of Nevada, Las Vegas; College of Human Performance and Development; 4505 Maryland Parkway; Las Vegas, Nevada 89154-3007. The University of Nevada, Las Vegas is an equal opportunity/affirmative action employer and employs only U.S. citizens and aliens authorized to work

UNLV is an AA/EEO employer. A YOUNG, PROUD, AND GROWING UNIVERSITY

THE UNIVERSITY OF OREGON LIBRARY

Law/Reference Circulation Librarian. Rank. Assistant Professor. Duties and responsibilities. Entry-level. Reports to Assistant Law Librarian for Public Services. Provides reference services for faculty, students and general public. Participates in the syening and weekend reference rotation with other professional librarians. Responsible for interlibrary loan services using the Oc.1.c. bibliographic utility. Other responsibilities include, management of circulation functions in the Law Library, which include circulation services and procedures, reserve collection maintenance, and stack maintenance Works with automated (INNOPAC) circulation system. Supervises 1.0 FTI circulation assistant and 12-15 student employees. May serve on Library and University committees. Performs special projects and other related duries as

Qualifications Required; MLS from ALA-accressified library school, demostrated supervisory skills, communicar to public service, excellent oral and written communication skills. Previous legal reference or library experience

Salary \$22,000 minimum for twelve month appointment. Fringe benefits include choice of medical plans (Blue Cross/Blue Shield or HMO options), fully paid state or TIAA/CREF retirement plans, 22 vacation days, and low

Application deadline. Applications received by May 29, 1992 will receive priority consideration. To apply, send over letter, résume, names, addresses and telephone numbers of four references to: Ms. Laine Stambaugh, Personnel Librarian, Knight Library, University of Oregon, Eugene, OR 97403-1299, (203) 346-1895, (503) 346-3091 (FAX).

97:03-1299, Oran 3-40-1893, 1903) 3-40-30-4 (PAX). The University of Oregon is an ARL library with current holdings of approximately 1.70 million volumes and over 21,000 serials subscriptions. Catalog, carculation, acquisition, and serials functions are automated using the INNOPAC system. The School of Law has an enrollment of approximately 500 students, with 28 faculty members. The Law Library, part of the University Libraries system, contains 260,000 volumes and nun-print volume equivalents. The Law Library staff consists of five librarians, five support staff, and 15-25 student assistants.

The University of Oregon is an Equal Opportunity, Affirmative Action institution committed to cultural diversity. In compliance with the Immigration Reform and Control Act of 1986, all persons hired after November 6, 1986 will be required to show proof of their identity and right to work in the United States.

CENTRAL CONNECTICUT STATE

PSYCHOLOGY---Instructor/Assistant Professor---Fall 1992---Pending Funding of Position, Tenure Track, Experimentalist, To teach graduate and undergraduate courses in research methodology, plus a specialization in Learning/Cognition or Biopsychology/Psycho-pharmacology. Active research in area expected. ABD in Psychology, with completion of Ph.D. by May 1993 required. Ph.D. in Psylogy preferred. Credentials and experience substantially comparable to the above will also be considered

PSYCHOLOGY—Instructor/Assistant Professor—Fail 1992—Pending Funding of Position. Temporary one year appointment with possible appointment to Tenure Track. Social or Personality with emphasis on Gender issues. To teach graduate and undergraduate courses in Social Psychology and/or Personality Theory. Particular interest in applicants with specialization in Gender Issues and Human Sexuality, and multicultural emphasis. Active research in an applicable area expected. ABD in Psychology or related field, with completion of Ph.D. by May 1993 required. Ph.D. in Psychology preferred. Credentials and experience substantially comparable to the above will also be considered.

Send letter of application and résumé with names, addresses and telephone numbers of three references to Dr. Douglas Engwall, Chairperson, Psychology Department, CENTRAL CONNECTICUT STATE UNIVERSITY, New Britain, CT 06050-4010. Review of candidates will begin on April 22, 1992.

CCSU is an AA/EO employer, Women, minorities, the handicapped and veterans are encouraged to apply.

miseling Psychology: Courareling Psy-logist: Center for Courseling and Hu-a Development. Assistant Professor E. Full-time, tenure-track, beginning 1, 103. Dutices include, but are not limit-to, individual and group resting, out-th programming and crisis intervention research. A Doctorate in Courseling chology or related field and previous effects in counseling college-case attra-erience in counseling college-case attra-

and a lending Catholic justifiation in the upper Midwest, is accepting applications for a Counseling Psychologist in Counseling and Career Services. The successful candidate is responsible for providing ladvidual and group counseling for undergraduate and group counseling for undergraduate and graduate sudents, elimination, faculty and staff. Provide outreach and consulation to the college community and supervise predictions level students in Counseling and Clinical Psychology. Qualifications include doctorate in psychology and internship from APA apprayed program; eligible for Mismasola licensure; two year's experience in college counseling with demonstrated literate and ability in training. Experience with chemical properties of a Catholic comprehensive university. Brocefance with creating issues and must be confirmative.

salary is competitive based on degree and experience. Benedis include four weeks vecation, conference budget, pald professional memberships and a fexible compensation program. Deadline for application is Arvill 5, 1992. Please send vila, three current letters of reference, and a one-pass statement on how your experience and values out further the mission of a Catholic, comprehensive college to: Human Resources, Mail 44059, 2115 Summit Avenue, St. Paul, Minnesona 55105. EOE.

criminal justice: Central Michigan University is seekina applications from qualified individuals for a lenura-track, Assistant Professor, costition (beginning August, 1992) for its Program in Social and Criminal Justice. The successful candidate would have strong teaching credentials and an active research and writing seends. A generality original programs is destrable. The applicant should have an emphasia for useful and criminal justice programs is destrable. The applicant should have an emphasia for useful community corrections, criminolousy, and informal and allemnative justice approaches. All requirements for a Ph.D. In scociose. All requirements for a Ph.D. In sociology, criminology, social work, or a related field inust be completed by time of appointment. A letter of application, curriculum vitae, and three letters of recommendation should be sent by May 15, 1992. To Robert Newby, Chair, Personnel Committee, Department of Sociology, Anthropology, and Social Work. Central Michigan 1990; May 18, 1992. The May 1992 of the Social Work. Central Michigan 1839. CMU (AA/HO Institution) encourages diversity and resolves to provide equal opportunity regardless of race, sex., bandicaps, sexual oricolation, or other irretovant criteria.

tion, résumé and pames, addresses and phone numbers of three references to: Search Committee, Curriculum and Social Studies, Box 309 University of Humston-Clear Lake, 2700 Bay Area Boulevard, Houston, Texas 77038-1098. Screening of applicants will begin April 13, 1992. The University of Houston-Clear Lake is an affirmative action, equal opportunity employer and actively solicits the interest of women and entirely solicits the interest of women and minority and racial diversity personalizes that minority and racial diversity increases tha quality of its faculty, staff and student body.

UNIVERSITY OF WYOMING

The University of Wyoming makes its home at 7, 200 feet in a magnificent land surrounded by mountains and national forests. Localed in Laranile, a community of 20,000, the University is the State's only four-year school; enrollment is approximately 12,000 students, Our College of Education has distinguished itself not only as Wyoming's center for teaching and learning, but also as a national leader in the development of schools and leachers for the 21st Century, and has been selected as a national test site for the simultaneous renewal schools and education of educators. We are looking for excellent teachers to fill the following tenure-track positions. In addition to research and teaching in one's area of expertise, successful applicant will be expected to spend part of their time contributing to a new learning.

Educational Leadership—Associate Professor

Educational Leadership—Associate Professor

The Unit of Educational Leadership is implementing an outcomebased curriculum for the preparation of school central office administrators. The candidate should possess an earned doctorate ineducalional administration (or a closely aliled field) and a public school
administrative background that will enable her/him to work collaboratively with the existing faculty to develop graduates who can demonstrate effectiveness in the school superintendency and/or central offices of public school districts. Appropriate research, publication, and
service activities are inherent in the position. We prefer applicants who
have a strong background in curriculum assessment and/or change
processes. Salary is competitive. Contact Dr. Peggy Basom, Seach
Committee, Division of Leadership, Educational Studies, and Human
Development.

Educational Leadership—Assistant Professor

The Unit of Educational Leadership—Assistant Professor

The Unit of Educational Leadership is implementing an outcomebased curriculum for the preparation of school principals. The canddate should possess an earned doctorate in educational administration for a closely allied field and a public school administrative background that will enable her/him to work collaboratively with the
existing faculty to develop graduates who can demonstrate effectiveness in school settings. Appropriate research, publication, and service
activities are inherent in the position. We prefer applicants who have a
strong background in curriculum, assessment, anclor change proeases. Salary is competitive. Contact Dr. Peggy Basom. Search Committee, Division of Leadership, Educational Studies, and Human Development.

Mathematica Education—Assistant Professor

Mathematica Education—Assistant Professor

Candidates should have a doctorate in mathematics education and have at least three years of public school teaching experience. The position will entail the development and teaching of methods courses in mathematics education for both elementary and secondary education majors. In addition, the successful applicant will be expected to conduct graduate level seminars in mathematics education and to work with the mathematics department in developing and teaching mathematics courses. The position also involves some undergradule advising as well as directing Moster's and Ph.D. students. Participation in outreach and coordination of the mathematics curriculum in our laboratory school will also be expected. Salary will be commensurate with experience and qualifications. A personal microcomputer will be provided, in addition, a reduced teaching load to accommodate funding and research will be made available. Contact Or. Joseph Stepans Search Committee, Division of Lifetong Learning and Instruction.

Fine Arta Education—Assistant Professor This position requires instruction in strategies of teaching as websine arise component of an interdisciplinary elementary education melhods team at the undergraduate level. Research and service at expected. Requirements: Doctorate in Curriculum and Instruction of elementary education with arts emphasis, art education, music education, visual arts education, or Daicroze Eurhythmics; experience in two of these areas is desired; minimum of three years' public school teaching experience or the equivalent; evidence of productivity in the fine arts areas; and the ability to develop Collaborative relationships with colleagues across campus, public schools, and the fine arts communicolleagues across campus, public schools, and the fine aris commu ty. Contact Dr. Thomas Smucker, Search Committee, Division of Wi Jone London, and Smucker, Search Committee, Division of Will

Application Procedure: interested condidates should send a tetter of application, via, and three letters of reference to the Chair of the Search Committee at the College of Education, University of Wyoming, Box 3574 University Station, Larantic, WY 6207 1. Review of applications will begin April 1. 1992, and will continue until the positions are filled. All appointments are made pending funding and Board of Trustees approval.

The University of Wyoming is an Equal Opportunity.
Affirmative Action Employer.

Assistant/Associate Professor Social/Psychological Aspects of Dress

9 Month Tenure Track **Position** September 1, 1992

Ph D in Clothing and Textiles or related field, demonstrated expenence in leaching and scholarship. Salary commensurate with experience and

Send CV and three references by April 13, 1992 to: Dr. Patricia Werner. Search Committee Chair, Department of Consumer Studies, Skinner Hall, University of Massachusetts/Amherst, Amherst, MA 01003. An

Drafting Technology: College of the Redacods in Surgen, California, needs Instructor, Drafting Technology. Full-time
feats ingle bostlian on the beautiful Pactik North Coast, \$26,675 to \$44,058, Starts
Angul 13, 1992. Application deadline:
calion materials: Personnel Office, 7351
7000kins Hill Road, Eureka, Cahfornia
9091; (707) 445-6850. EOE.

Early Childhood Educations College of the Redwords in Eureka, Chiffornia needs Earling Childhood Education Instructor. Full the Instructor process track position on the beautiful Fair North Coast. \$26,675 to \$44,052. Inst. Applie 24, 1992 to \$200 p.m.). Optain agriculus artistratis: Personnel Office, nia 35301; (707) 443-6850 ROE.

Lincoln University (PA)

A tenure track position in the Department of Psychology is available August 1, 1802. The successful candidate will teach Cognitive Psychology, General Psychology, and Statistics at the undergenduate level. An active research program that involves undergraduates is expected. Minimum requirements include an earned doctorate in Psychology, Bank and salary commensurate with background and experience. Send letter of application with vita, official transcripts, and names, addresses, and phone numbers of three references to Charles C. Dancan, Ph.D., Chair, Dept. of Psychology, Boom 113, Grin Life Science Bidg., Lincoln University, Jancoth University, PA 19352. Review of applications will legin April 15, 1992 and continue until position is filled.

PROGRAM OFFICER

California Council for the Humanities seeks a Program Officer for San Diego to assist applicants, review grant applications and monitor projects, represent CCH to a broad spectrum of academic and public groups; and develop and assist with CCH-directed initiatives. Req. M.A. in a humanities discipline (Ph.D. pref.); excellent communication skills; ability to work with all sectors of CA population. Ability to communicate with all sectors of CA popula-tion. Ability to communicate well in Spanish strongly desir-able. EOE. Salary: \$29-33K. Starting date: 5/1 pref. Send let-ter of interest, resume, and 3 references by 4/10 to: Search Committee, 312 Sutter Street— Suite 601, San Francisco, CA 94108. No calls.

DEPAUL UNIVERSITY

TWO NEW TENURE-TRACK **FACULTY POSITIONS**

The School of New Learning (SNL), DePaul University's college for adults, is seeking applicants for two positions beginning September 1992. SNL offers BA and MA degrees and continuing education in the liberal arts for working adults. Curriculum is based on defined outcomes of learning (competencies); instruction is delivered through various modes. Faculty are drawn from diverse disciplinary and interdisciplinary fields. They teach SNL's core courses that focus on generic learning skills, including educational planning, research and inquiry skills, and lifelong learning, as well as their own

Oualifications:

 Understanding of and commitment to adult and experiential learning Expertise in at least one of the following areas:

Physical world - natural sciences, science education, mathematics, computer science, technology, geography, geology, medicine, or health care

World of work - organizational development, human resources and training. not-for-profit management, financial analysis, or economics

Multicultural studies - ethnic studies, (emphasis on experience with and understanding of the African-American or Hispanic experience in the United

Experience teaching adults and knowledge of adult development and learning theory, and appreciation for the demands of teaching adult learners

 Active scholarly engagement in one or more of the above subjects and/or adult development and learning

Willingness and flexibility to teach evenings and weekends

 Commitment to participate in the academic and intellectual life and governance of the School and the University

Doctorate or appropriate terminal degree in a relevant subject area

Competitive salary and benefits - potential for Assistant Professor appointments from these entry-level positions. Application review will begin April 30, 1992 and continue until candidates are selected.

Send inquiries to the Dean, School for New Learning, DePaul University, 243 S. Wabash Ave., Chicago, Illinois 60604.

DEPAUL UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION.

DEPARTMENT HEAD LANGUAGE AND COMMUNICATION

Northwestern State University of Louisiana

POSITION: Applications are invited for the position of Department Head of Language and Communication.

POSITION: Applications are invited for the position of the program of Communication.

QUALFICATIONS: A doctorate is proferred with experience in higher education. Applicants should have stong organizational, communication, interpersonal, end computer skills. Applicant must demonstrate evidence that hosele is task oriented and is expable of working independently.

RESPONSBILITIES: Management of the academic, personnel, and financial needs of the Department within a University committed to the pursuit of academic excellence and concern for the needs and development of each individual student. The fence and concern for the needs and development of each individual student. The Department Head has the responsibility to establish development of its program. The Department Head has the responsibility to establish an effective recruiting program to struct students and to build an outstanding faculty ended to the cruitment and development. Department Heads must also continue to teach and maintain scholarly activities.

APPLICATION: Send letter of application, résumé, transcripts, and three letters of recommandation by April 30, 1972 to: Dr. Robert Alest, President, Northwestern State University, Natchiloches, LA 71697. SALARY: Competitive

NORTHWESTERN STATE UNIVERSITY IS AN APPERMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Letter of application, curriculum vitae and three letters of reference should be mailed to: Dr. Shahrlar Mostshari, Chairman, Department of Business Administration and Economics, Campbell University, P. O. Box 218, Butes Creek, North Carolina 27506.

na 27306.

Economica: Undergraduate: Heidelbers college, a private liberal aris college in a College, a private liberal aris college in a comain independent interested in teaching under an individual interested in teaching undergraduate economics. A Ph.D. is required graduate economics. A Ph.D. is required. This nostition is full-time and can be temper. This nostition is full-time and can be temper.

LOUISIANA SCHOOL FOR MATH, SCIENCE AND THE ARTS

The Louisiana School for Math, Science and the Aris (a public residential high school for academically and artistically gitted students) is seeking applications for the following positions:

A. Chemistry: Teach General Chemistry through AP Chemistry (Inorganic, Analytical, and Physical Chemist preferred).

B. Physics: Teach Conceptual Physics through Calculus-based Physics, Electric Circuits and Electronics (experience in laboratory instruction desirable).

C. Dance: Teach ballet, madern, jazz, and related curriculum. Choreography for and directen, jazz, and related curriculum. Choreography for and direct a performing arts ensemble.

D. Mathematics: Advanced Math through Calculus.

E. Computer Science: instruction and programming.

Quedifications: Requires advanced degree (doctorate preferred) and successful teaching experience at the college and/or high school level. Experience teaching gifted adolescents destrable.

Scilary Ranges \$27,000 for nine months. Faculty are expected to contribute to extracurricular life at the school.

The school is located in Natchitoches, 1.A., and will have 400 students.

The school is located in Natchitoches, LA, and will have 400 students for the 1852-83 school year. Deadline for applications is April 27. Send letter, vita, and three letters of recommendation to:

no, and insee setters of recommendation to:

Dr. Arthur S. Williams, Director
Louisiana School for Math. Science and the Arts
715 College Avenue
Natchitoches, LA 71457 All positions are dependent upon funding.

The Louisiana School for Math, Science and the Arts is an Equal Opportunity, Altirmative Action Employer.

structional technology preferred. Earned doctorate and three years' secondary technology experience required. Position two techniques are preferred. The successful conditions are preferred. The successful conditions are preferred. The successful conditions are preferred. reaching experience required, Postion two ceals for an elementary generalist is curriculum and lastruction with an emphasis in reading/horparis arts. Background in elementary readins, mathematics, or affect oducation perferred. Successful candidates for both positions will provide evidence of or potential for schodarly research and publication as well as qualifications for instruction at the graduate level, Rank and satary are negotiable. Applications will be received until April 22, 1992, or until the positions are filled. Submit (1) inter of applications series; (2) vita; (3) transcripts; and (4) names, addresses, and telephone numbers of four of alx references to: Charles Punkhuyaer, P.O. Box 19227, Arlington, Taxas 76019-0227. UTA is an affirmative section, equal opportunity employer.

Preference given to those with strons multipreparation. Must qualify for Oregon certification. Open until filled. Starting date: August 31, 1992. Stard letter of application, transcripts, current risuses and references to: Dr. Dan Mielton, School of Education, Bastern Oregon State College, 1410 L. Avenne, L. & Crande, Oregon 97850-2899; (503) 962-3772. AA/EOF.



BULLETIN BOARD: Positions available

SAINT MARY'S COLLEGE OF CALIFORNIA

School of Extended Education

The School of Extended Education seeks applicants for three

Chairperson, Department of Management. Full-time, tenure-chairperson, teach courses, supervise five full-time and 100 lack position; teach courses, supervise five full-time and 100 lack position; teach coordinate instruction in the Manage-

ment major in an off-campus program for working adults in 35 locations in the Bay Area. Ph.D. In business or a related

required.

Assistant/Associate Professor. Full-time, tenure-track position in the Department of Management, including teaching off-campus evening classes for working adults, student advising and mentoring, committee assignments, and department development. Ph.D. with teaching and professional ex-

Chairperson, Department of Portfolio Instruction. Full-time, tenure-track position; teach courses and provide leadership to part-time faculty in prior experiential learning instruction. Coordinate an off-campus portfolio instruction program for working adults on 35 San Francisco Bay Area locations. Ph.D.

Positions will remain open until filled. Consideration of applications will begin April 20, 1992. Send letter of application, names and addresses of three professional references, and

Dr. John Daley Associate Dear

School of Extended Education

Saint Mary's College P. O. Box 4700

Moraga, CA 94575

Saint Mary's College is a Catholic, coeducational, liberal arts college of over 4000, including undergraduate, graduate, and stuft education students, operated by the Christian Brothers.

and located 20 miles east of San Francisco. An EQUAL OP-PORTUNITY EMPLOYER, the College is committed to diversi-

by and encourages women, minorities, disabled individuals, yelerans, and Christian Brothers to apply. The College seeks

faculty, staff, and administrators who espouse or respect the Catholic tradition.

DEPARTMENT OF HEALTH AND PHYSICAL EDUCATION

The Department of Health and Physical Education at filiaca College seeks candidates for a subbatical replacement position for the 1992-93 academic year. Responsibilities include teaching courses in undergraduate adapted physical education, introduction to physical education, curriculum and methods in elementary or secondary physical education, and possible supervision of student teachers. Perform advising duties and serve on department and/or school committees. Dutorate in physical education or related field preferred, active ABDs will also be considered. Strong background in curriculum and methods, adapted physical education of the p

related field preferred, active ABDs will also be considered. Strong background in curriculum and methods, adapted physical education and supervision in physical education also required. College teaching experience desired, balary is competitive and commensurate with qualifications. Rank: Instructor/Assistant Professor. Appointment effective August 15, 1992 to May 15, 1993. Candidate should submit a letter of application, current vita, transcripts, and three letters of reference to Dr. Homas Ormond, Search Chair, Holl Center, Ithaca Cullege, Ithaca, NY 14850, Preference given to applications received by April 20, 1992; however, search will remain open until position is filled libraca College is an Equal Opportunity, Affirmative Action Employer.

University of Nevada, Reno

College of Education

TENURE TRACK POSITION, EDUCATIONAL LEADERSHIP, RANK OPEN

Area of responsibility include school law, the administration of school staff/
personnel, organizational theory and administrative intern supervision. Other
responsibilities include graduate advisement and service to professional organizations and schools. Required qualifications a doctorate in school leadership. Desired qualifications: experience as a school administrator, university
experience and publication record. Submit letter of application, vita, transcripts and five letters of reference to Dr. Myrna Matranga, Chair, Educational
leadership, College of Education, University of Nevada, Reno, Nevada
89557-0029. Screening Will begin on April 23, 1992 and remain open until
fitted.

University of Nevada, Reno is an Equal Opportunity. Attirmative Action Employer

perience related to management required.

and teaching experience in portfolio required.

current curriculum vitae to:

ve/management and teaching experience

California State University **Long Beach**

FHP FOUNDATION ENDOWED CHAIR FOR THE IMPROVEMENT OF **HEALTH CARE DELIVERY SYSTEMS**

California State University, Long Beach is pleased to autonomic that it has funding to support an Enriowed Chair designed to improve health care delivery systems. This position is possible through an endowment from the FIBP foundation. As a result, the University is seeking an outstanding leader to system the new Enriowed Chair position. The hidder of the Chair will simultaneously serve as Director of the Center for Health Behavior Studies and will report to, and be evaluated by, the Dean of the College of Health and Human Guiseau.

The individual selected for this important position will assume the following

Provide leadership for the interchaeplinary approach to the study of health, health care management, and health care delivery.
 Design and coordinate health-related seminars, workshops, and other programs for students, faculty and health care providers directed at impuring health care delivery systems.
 Coordinate an external advisory council for the Center.
 Wink with fundant approach to a last covered and extensional to a last covering to the content.

Work with furthing agencies (but al, state, national and international) to solucif funds for research and service in health related areas

As part of this findowed Chair the individual selected will assume the Directorship of the Center for Health Behavior Studies. The Center will be intended uplinary in nature, utilizing the expensive of faculty from all academic units on campus. If well be housed in the College of Health and Fluman Services. The Director will serve to bring far ally together from a wide range of disci-planes to improve professional services in the health fields, including re-search. The Center will provide a forum for faculty members from this institution, as well as others, to share their research aid new applications; it will provide a clearnishouse service; and it will localitate improved accessibility, acceptability, and quality of bealth care services, printicls and resources. The individual selected for this position must quality for tenure as a faculty member in a health-related program at the University. The cambridge must be a recognized leader in the study of health and behavior and must have demonstrated administrative experience directed at improving health care delivery systems. This fendership must be evidenced by a record of successful sponsored research, professional association athliation and involvement, recognition by peers, ability to work with individuals and groups on a university compass as well as in the private and government socious. Doctorate is

Length of this position is for a period of three years. The incumbent may be reapprinted for additional years by the Dean of the College of Flealth and Human Services. Salary open. Applicants interested in a creative and challenging educational experience should submit a letter of application, resume, and three references by the closing date of May 1, 1992 to:

Search Committee for FHP Foundation Endowed Chair c/o Dr. Donald P. Lauda, Dean College of Health and Human Services California State University, Long Beach Long Beach, CA 90840

California State University, Long Beach is an Equal Opportunity, Affirmative Action Employe



Assistant Professor **Early Childhood Education**

UNIVERSITY OF SOUTHERN INDIANA

Tenure track position as Assistant Professor of Education beginning August 1992. Duties include teaching undergraduate and graduate courses in early thildhood education, supervising sudents in early field experiences and student leaching, advising, off-campus and everung teaching, and service and scholarly additions.

Candidate should have teaching experience in the preschool and primary grades, a strong com-mitment to field-based methods of instruction, a desire for active research and publication, and be computer literate. Experience with interdisciplinary approaches to instruction helpful. Doctorate preferred, with major or specialization in early childhood.

Submit letter of application, curriculum vitae, and three levers of recommendation by April 23, 1992, to: Dr. Aldo Cardarelli, Search Committee Chair, Department of Teacher Education, University of Southern Indiana, 8600 University Boplevard, Evansville, IN 47712. USI is an Affirmative Action/Equal Opportunity (mployer

Louisiana State University in Shreveport

COLLEGE OF EDUCATION

Anticipated tenure-track assistant professor positions in education and in psychology, effective August 1992. Doctorate required. For psychology (clinical or school), ability to teach statistics and graduate courses in school psychology preferred. Needs in education include administration/supervision, math, and science. Letters of application, vitae, transcripts, and references should be sent to Doan Ronald Byrd, College of Education, LSUS, Shreveport, LA 71115. LSU-Shreveport is an affirmative action, equal opportunity employer.

Educations Director, RISE Programs, University of Delaware. The College of fingineering at the University of Delaware areks on Director for its highly successful minority engineering programs. RISE Resources to Insure Successful Engineers. That twenty-year-old program currently has 133 African-American and Hispanic students ensolled in engineering, 14% of the engineering students at UD. The director of the RISE program repurs to the Dean of Engineering and works closely with the faculty of the College of Engineering, the Dean of Adminisions and the Director of Financial Aid. The duties of the Director of Financial Aid. The duties of the Director ficture shared responsibility for. 11) recruiting students. (2) counseling students in the program, (3) develuping and mataining a support structure within the student body and the faculty, (4) operating a pre-freshman sunancer program for incoming RISE students, (5) operating FAME/RISE on-cam-

nus summer program for minority high school students and (6) together with obers, raising externol funds for RISE scholarships and activities. Candidates should have a Bachelor's degree, preferably in Engineering. Applicants with ndvanced degrees are encouraged to apply. We seek aumeone who will relate well to minority students and to the minority commanying secret pad be able to work affectively with people in and out of the University. Resumés, including maues and addresses of three references, should be sent to the Chairman of the Search Committee, Professor Fater I. Wartor, Department of Electrical Engineering, University of Delaware, Newark, Delaware 19716. Interested persons may make prefiningly contact with

MORGAN STATE UNIVERSITY

Department Chairperson - Accounting

Department Chairperson - Accounting
Nominations and applications are invited for the position of Chairperson,
Department of Accounting and Finance. The Department includes programs in
accounting and finance. The chair provides academic and administrative leadership in the department to eight full-time faculty serving 322 majors. The PhD/
DBA is required in one of the departmental disciplines or a closely related area.
Twelve month, tenure track position at Assistanti/Associate rank. PhD. with
teaching experience preferred. The applicants must have a strong record of
teaching and research Fields of Interest include Financial Accounting, Internal
Auditing Management Information and Tax.

Management Position

A tenure-track position is currently available at the rank of Associate Professor of Management. Applicants must have a completed Ph.D. degree in Management or a Ph.D in Business Administration with major concentration in Management. The applicants must have expenence in teaching and research in organizational behavior, the ability to teach research management, personnel and business policy. The salary range is AACSB competitive depending upon qualifications.

Marketing Position

A tenure-track position is currently available at the rank of Associate Professor of Marketing. The applicants must have a completed Ph.D. degree in Marketing or a Ph.D. degree in Business Administration with major concentration in Marketing. The applicants must have the experience in teaching and research in Consumer Behavior, Marketing Management and Marketing Strategy. The salary range is AACSB competitive depending upon qualifications.

Management Information Systems

A tenure-track position is currently available at the rank of Associate Professor of Management Information Systems. The applicants must have a completed PhD. Degree, a strong research and teaching record. The salary range is AACSB competitive depending upon qualifications.

Auply with a resume and names and addresses of three references by April 30, 1992 to

Dr. Otis A. Thomas, Dean School of Business and Management Morgan State University Baitimore, Maryland 21239

Briar Cliff College

Assistant Professor Biology

Biology Department seeks Assistant Professor for Botany & Ecology, Tenure-track Deginning September 1, 1992. Ph.D. required with undergraduale teaching experience preferred. Emphasis on teaching; learn teach in a fresh-man filberal arts integrative course and direct student research.

The College is committed to excellence in undergratitate liberal arts educa-tion. It enrolls approximately 1000 students of whom 40% are adult students. The College has received national recognition for its faculty professional development program and its outstanding general education core. Briar Cliff is located in Sloux City, lowa, a dynamic and growing metropolitan area of 100,000 with outstanding educational, recreational, civic and cultural op-portunities available to its citizens.

Rank and salary commensurate with preparation and experience. Excellent benefits package offered. Closing date is May 4, 1992 or until tilled. Send letter of application, résumé, transcripts and the names, addresses, telephone numbers of three professional references to: Dr. letirey B. Willens, P. O. Box 2100, Sloux City, Iowa 51104. Briar Citif is a liberal arts college with a Catholic perspective and has approximately 1000 enrolled students. EOE/AA.



CASTLETON STATE COLLEGE

Nursing Faculty Vacancy

One year terminal appointment faculty position to teach Med/Surg in the Associate Degree Nursing Program beginning August 19:2. Rank and salary are based on degrees and experience according to a negoriated contract. Qualifications: Master's degree in Nursing required; applicants must either possess or be qualified for a Vermont license and have recent clinical experience in area of instruction. Successful candidate will be a dynamic nurse-educator capable of working closely and effectively with both students and faculty. Responsibilities: Lecture Med/Surg content to sophomore level students. Clinical supervision and evaluation of sophomore students. Student advising and departmental meetings as assigned. Screening of applications will begin after April 25, 1992, and will continue until position is filled. Send letter of application, copy of transcripts, résumé, and names, addresses and telephone numbers of three references to: Dr. Joseph T. Mark, Academic Dean, Castleton State College, Castleton, VT 05735.

Castleton State College is an Affirmative Action, Equal Opportunity Employer.

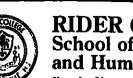
Education: Director of Field Piacements and Teacher Certification: College of Education, Health and Human Development, Montans State University, 12-month position) to begin July 1, 1992. Required: Massier's Dearse in education or related field, there Years' elementary or secondary teaching experience. Preferred: Experience working with public school personnel, community, university faculty and advisers connected with teacher preparation. Experience in coordination activities of office personnel, organizing student leaching, paraprofessional and internship placements. Salary: \$27,000-\$31,000. To apply send letter of application, resumé or christium vitee, iranscripta, names and addresses of three current references to: Dr. Angelina O. Parsons, Chair, Search Committee, College of Health and Human Devinement. 219 Horrick Hull, Montans State University, Bozeman, Montans 3917-0002; (1965) 994-5020. All materials must be received by April 24, 1992. Preference to clipible veterans contact HR/AA, 210-C Montans Hall, MSU, AA/EO Employer.

Education University College of Mercer announces a search for an Assistant Professor of Education. The successful candidate should have an earned Doctorate or be A.B.D. A background of successful public school teaching is assential. The position will require teaching of Innguage arts and curriculum courses at the graduate and undergraduate levels as well as supervising field experiences. University College of Mercer provides Bachelor degrees for working adults. This requires excellence in teaching. Minority amplicants are encouraged to apply. Send résumés, official transcripts (bersing a seals, and current references to: University College of Mercer, IM College Drive, Forsyth, Georgia 31029. Attenton: Dr. James F. Bull. Director, Teacher Education. AA/EOR.

Educational Administration: Tenure Irack position as Assistant or Associate Profes-ser in Education Administration in the Di-vision of Education. Teach classes in Edu-cational Administration appropriate to cational Administration appropriate to preparation, advise graduate students, direct research at the master's level, and provide leadership in field research. A Pt.D. or Ed.D. in Educational Administration required. Administrative experience at the superiotendency or central office level. A minimum of three years of public school

teachins, preferably at the secondary level. Evidence of interest and competence in research and writing. Preference will be given to candidates with a background in fixed and legal, school business administration, and social science and are willing to contribute to the undergraduate teacher education program. Available Fall semester 1992, Salary commensurate with experience and qualifications. Send letter of application, vita, transcripts, and three letters of recommendation to Dr. G. Peter lenaisch. Director, Division of Education, University of Iexas of the Permian Basin, 4901 East University. Odessa, Togas 76762. An Affirmative Action, Equal Opportunity Employer, \$742-2-1378-5.

Educational Administration: Administrative Director. Brehm Preparatory School (Dinois Administrative Certification required L.D. experience and training returnal D. Certification preferred 12 month position. Salary negotiable. Application record to the property of the property of the present of the presen



RIDER COLLEGE School of Education and Human Services Faculty Vacancies for Fall, 1992

ASSISTANT PROFESSOR

Educational Technology and Curriculum Specialist,

Minimum qualifications: Doctorate in Education and the requirements listed below.

ASSISTANT PROFESSOR Developmental Educational Psychology Emphasis Tenure-Track

Minimum qualifications: Doctorate in Developmental Psychology or Psychology with specialization in developmental psychology and the requirements listed below.

BOTH POSITIONS REQUIRE public school and college teaching experience, commitment to developmental, reflects teaching in a field-oriented curriculum, a record of excellence in teaching, willingness to supervise student teachers/interns, and an interest in, and commitment to, research. Salary i competitive and commensurate with educational backgroun and experience. Send letter of application, vita, evidence of doctoral degree and three letters of recommendation, to:

Dr. James A. Lemaster School of Education and Human Services RIDER COLLEGE 2083 Lawrenceville Road Lawrenceville, NJ 08648-3099

Applications must be received by Friday, May 1, 1992.

AS AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER, RIDER COLLEGE STRONGLY ENCOURAGES WOMEN, MINORITIES, AND THE DISABLED TO APPLY.

READING AREA COMMUNITY COLLEGE

Reading, Pennsylvania

FOUR FACULTY POSITIONS AVAILABLE

Reading Area Community College is a comprehensive community college with an enrollment of approximately 3000 students. RACC is an open-document of approximately 3000 students. RACC is an open-document of the following competency. The College offers career programs in hustness, technology, health services and public service as well as college transfer programs. These programs serve traditional and non-traditional students alike. The following full-time positions are available Fall Term, 1992-93.

(1) SOCIAL SCIENTIST - Master's degree in one or more of the following disciplines required: Anthropology, Sociology, History or Political Science. Minimum three years' leaching experience required, community college experience preferred.

(1) WRITING SPECIALIST - Master's in appropriate field required (Wallog or Rhetoric preferred, English acceptable). One year (full-time or equivalent) college teaching of writing required.

(1) UPPER-LEVEL CHEMISTRY - Master of Science Degree in Chemistry required; coursework in Organic and BioOrganic Chemistry preferred. Minimum one year's college teaching experience required. Community College teaching experience preferred. (1) BUSINESS EDUCATION - Bachelor's degree in Business and Master's degree in Business or related field required. Experience in leaching secretarial, interocomputer and management courses required Business experience preferred.

Salary Range: \$25,837-\$36,878 per academic year (Commensurate with

Send résumé of job history and list of 3 professional references and IDENTI-FY position applying for to Personnel Office, Reading Area Community Col-lega, P. O. Box 1706, Reading, PA 19603. Résumés accepted through MON-DAY, APRIL 20, 1992, AA/EOE - Minorities are encouraged to apply. (215) 372-4721, Ext. 315.

MISSOURI MILITARY ACADEMY

An "EXEMPLARY PRIVATE SCHOOL" has openings for COLLEGE PLACEMENT and COUNSELING, ASSISTANT ACADEMIC DEAN, SPANISH/INTERAMERICAN STUDIES, SENIOR ARMY INSTRUCTOR (JROTC).

Interested and qualified candidates should submit a résumé to: Col. Ronald J. Kelly, Supt. MMA, Mexico, MO

fine arts and planetarium, developing mas-ier academic schedule, new program devel-opment, coordinating off-campus courses and coordinating computer jain. Mester's educed in educational administration, a re-lated field, of an scademic discipline re-quired. Doctorate preferred. Minimum of 5 years' higher education experience and demonstrated administrative capability re-quired. Collego teaching experience de-shed, Competitive salary, outstanding ben-

Educational Leadership: Department of Ed-ucational Leadership. Assistant/Associate Professor. The University of West Foods invites amplications and normalions of a scholar/practitionar for the position of As-sistant/Associate Professor, Department of

Corrected Announcement

Washburn University

Washburn University

Department of Education: Assistant Processor in the area of Early Childhookitementary Special Education: Assistant Processor in the area of Early Childhookitementary Special Education. This is a nine mantite tenue track appaintment. Primary responsibilities inclurie: teaching graduate courses in the McLd, and ceeding all courses in the McLd, and ceeding and Early Childhookitementary is special Education in Interrelated Special Education in Early Childhookitementary; advice students in McLd and certificate program in interrelated Special Education in Early Childhookitementary; teach undergoaduate courses in Special Education, establish a record of teaching. Schoolarly activity and service necessary for the award of terrore, Spalitic affects of the Education in Education and Special Education in Education i

ARTIST

Assistant Professor, \$30,000, not tenure track. Teach design, introduction to painting and drawing in a liberal aris ari department to ari majors and non-art majors. Terminal degree plus three years' teaching experience at the college level beyond the TA required. Include letter of application, 10 to 15 slides of own work, 10 to 20 slides of own students' work, statement of teaching philosophy, list of references, and self-addressed stamped cruelope for return of the slides. envelope for return of the stides send application materials to

> Professor Maniyn Holsing, Chairperson
> Temple University
> University Department of Art
> Art Education
> Anderson Hall, Room 311
> 12th & Berk Streats
> Philadelphia, PA 19122 Deadline: April 17, 1992.

LYNCHBURG COLLEGE IN VIRGINIA

Lynchburg College invites applications for 1992-93 faculty positions. The College's distinctive curriculum includes the Knowledge Initiative, which equips faculty and students with personal computers and supports many forms of computer-related teaching and the Lynchburg College Symposium Readings (LCSR) Program, in which forty faculty members supplement course materials with a published collection of classical texts and emphasize student writing and speaking. Lynchburg College values good teaching. commitment to students, and professional or scholarly interests. Salary and benefits are competitive. Review of applications will begin in April and continue until appointments are made. Please send credentials, including vita, references to the individuals listed below.

ART. The Department of Art seeks a two-dimensional art colleague to teach undergraduate courses in drawing, painting, printmaking and basic graphics and/or art education. Will oversee studios, advise students, and be active in the life of the department and the College. Qualified applicants will hold the MFA and will send (as applicable) letters of reference, transcripts, syllabi of current courses, up to 12 slides of own work, SASE. Tenure-track; preferred rank, assistant professor, Richard G. Pumphrey, Chair; Search Committee; Department of Art.

EDUCATION, Elementary education-curriculum and instruction specialist sought by School of Education and Human Development. Qualified applicants will have an earned doctorate in curriculum and instruction or elementary education, three or more years teaching experience in an elementary school, time and energy to devote to curriculum development and program improvement activities, and demonstrated scholarship related to elementary school teaching. The School offers both undergraduate and graduate programs leading to teacher certification and a master's degree in Curriculum and Instruction with an emphasis on Early Childhood Education. Tenure-track; preferred rank, assistant professor. Chair, Search Committee; Curriculum and Instruction-Elementry Education; School of Education and

Lynchburg College is a private coeducational, liberal arts institution of 2,300 undergraduate and graduate students, affiliated with the Christian Church (Disciples of Christ), a liberal Protestant denomination. Lynchburg is a metropolitan community of 150,000 persons located near the Blue Ridge Mountains, 3 1/2 hours southwest of Washington, DC. The city has a diversified economic base, excellent public schools, a mild climate, and many opportunities for recreation. Five colleges enhance its cultural life.

> Lynchburg College 1501 Lakeside Drive, Lynchburg, VA 24501-3199.

Lynchburg College strongly encourages applications from women and members of minoraly groups.

JOHNSON STATE COLLEGE

SEARCH REOPENED ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION. Beginning ASSISTANT/ASSOCIATE PROFESSOR OF EDUCATION. Beginning fall September 1992 (Supt. 1, 1992). Salary based on rank of appointment, degrees, and experience according to an established contract. Minimum qualifications include an Ed.D. or Ph.D. in Education, and teaching experience at elementary/mitddle school and collegiale levels. Primary responsibilities will be to teach methods courses and special education at both the undergraduate and graduate levels; to supervise student teachers; and to advise undergraduate and graduate Education majors.

Continued professional development, college/community service and

and to advise undergraduate and graduate Education unsjors.

Continued professional development, college/community service and Continued professional development, college/community service and participation with collective governance are expected. Review of applications will be accepted until the tons will be given immediately. Applications will be accepted until the position is filled. Please send resume, letter of application, and three position is filled. Please send resume, letter of application, and three positions of reference with phone numbers to: Martha Vossler, Administrative Assistant, Education Department, McClelland Hall, Johnson State tive Assistant, Education Department, McClelland Hall, Johnson State College, Johnson, VT 05656.

The Vermont State Colleges continues to endurse goals of equal employment opportunity and affirmative action as consistent with and supportment opportunity and affirmative action as consistent with and supporting of the values of the VSC and of a democratic and pluralistic society, ive of the values of the VSC and of a democratic and pluralistic society.

Educational Leadership, with an appointment to be effective August 8, 1932, contingent upon budget allocation. This position will be assigned to the Ft. Walton Beach Center campus. Applicants must demonstrate exceptional scholarship and present evidence of substantial public school administrative experience. The candidate actual manufacture experience at the rected will be responsible for teaching in ected will be responsible for teaching in ected will be responsible for teaching and ministrators. The department has responsible for the Master's Degree program for school administration and Educational Specialist Degree Program in Educational Specialist Degree Program in Educational Leadership and Curriculum and Instruction. Presently, a doctoral program is in the

A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars --

every week in The Chronicle.

Alamo Community College District BIOMEDICAL EQUIPMENT TECHNOLOGY

AA in Biomedical Equipment Technology plus 2 yrs' experience in same
Prefer BA in addition to above plus relevant military training
and/or certification as Biomedical Equipment Technician
Some teaching experience highly desired
9 month tenure track faculty positions
Competitive pay
Pald holidays
Morell Deliver or mail application or comprehensive résumé plus coptes of qualifying certificates, transcripts, etc. and employment references by Monday, 4/20/92. A completed ACCD application and official coptes of qualifying documents will be required before employment offer is made. Please submit to:

Alamo Community College District HUMAN RESOURCES DEPARTMENT 811 W. Houston San Antonio, Texas 78207-3033 EEO/AA Employer

Evangelism, Mission, and Church Ministries

Duke University Divinity School seeks to appoint a faculty member in the field of Evangelism, Mission, and Church Ministries. Candidates should have substantial experience in full-time pastoral ministry and have demonstrated expertise in teaching and scholarly research in a field of theological inquiry. A Ph.D. is required. Rank, salary, and tonue are dependent on experience and qualifications. salary, and tenure are dependent on experience and qualifications. Nominations and applications should be sent to Mrs. Clara Godwin, Office of the Dean, The Divinity School, Duke University, Durham, NC 27706. Duke University is an Affirmative Action, Equal Opportunity. nity Employer.

public schools and public school educators in a branch campus setting. Professional qualifications for the mak of Assisiant or Associate Professor. Demonstrated success in building possible public and human relations. Application procedure: Auptication must include a tetter of interest, comprehensive vita and names and addresses of intree professional references. Send nyelication materials to Department of Education in the Company of the

Florida, Attention: Mrs. Joyce K. Bovce, 11000 University Parkway. Pensacola, Florida 32314. Alt materials should be received by May 1, 1992. The University of West Florida is an Affirmative Action, Equal Opnorunity Institution. Programs, activities, and services of the university are available to all persons without regard force, color, ceed, selligios, ses, age, handicap, or national origin. Salary and gask are competitive doponding upon qualifications.



FACULTY **POSITIONS**

DAYTONA BEACH COMMUNITY COLLEGE

Daytona Beach Community College, a comprehensive institution of approximately 10,000 FTE, anticipates filling the following faculty positions to meet enrollment growth needed effective August 15, 1992. Depending on funding, some may be filled effective January 1993. effective January, 1993.

All positions require a Master's Degree with a minimum of 18 raduate credits in the discipline, unless otherwise indicated.

Four Methematics Instructors, to teach developmental math through calculus.

Journalism/Composition Instructor,

Developmental Reading/Composition instructor. Performing/Cultural Arts Instructor to teach speech,

theater and humanities.

Physics/Physical Science/Astronomy Instructor Biology/Anatomy and Physiology Instructor.

Physics Lab Manager/instructor in both calculus and non-calculus Bachelor's Degree required. Three Nursing Instructors to teach Medical/Surgical Nursing. MSN and current Florida RN licensure or

eligiblifty required. Nursing Assistent instructor to teach long term nursing care. BSN and current Florida RN licensuro or eligibility required; home health experience

E.M.T./Paramedic instructor, BA degree in a related field and appropriate Florida certification required.

Compolitive salary based on crodentials and experience plus an altractive benefits package. Applications must include cover lotter, transcripts and resume with names, addresses and phone numbers of three references. Closing date for application is May 4, 1992. Send complete applications to:

Human Resources Department DAYTONA BEACH COMMUNITY COLLEGE 1200 Volusia Avenue, Daytona Beach, FL 32114

An Equal Opportunity Employer M/F
Minorities And Females Are Strongly Encouraged To Apply

DEPARTMENT HEAD **IOURNALISM**

Northwestern State University of Louisiana

POSITION: Applications are melted for the position of Department Head of Journal OUALIFICATIONS: A doctorate is preferred with experience in higher education Applicants should have strong organizational, communication, inforpersonal, and computer shifts. Applicant must demonstrate evidence that he'she is task oriented and is rapable of working independently.

and is rapable of working independently.

RESPONSIBILITIES: Management of the academic, personnel, and financial needs of the Department within a University consulted to the pursuit of academic excelence and concern for the needs and development of each individual student. The Department Head is the chief administrator of the department and must lead the development of its program. The Department Head has the responsibility to ostablish on effective recruiting program to attract students and to build an outstanding faculty through recruitment and development. Department Heads must also continue to teach and monitain scholarly activities.

APPLICATION: Send letter of application, resume, transcripts, and three letters of excommendation by April 30, 1992 to: Dr. Robert Alost, President, Northwastern State University, Naichiteches, LA 71497. SALARY: Competitive.

NORTHWESTIAN STATE UNIVERSITY IS AN AFFIRMATIVE ACTION.

EQUAL OPPORTUNITY EMPLOYER

Full Professorship in Creative Writing at MIT

MIT's Program in Writing and Homanistic Studies, in the School of Humanities and Social Science, is secking a fiction writer for the position of Full Professor. The Program offers workshops and courses in creative writing, expository writing, and scientific writing, and it also supports a scholarly program of research in the cultural context of science and in biography. Or current faculty includes poets, novelists, essayists, historians, biographers, and scientists. We are seeking a distinguished fiction writer who will teach and participate in the life of our Program. Applicants should have a substantial body of published work, but not necessarily an advanced academic degree. Please send a letter of application and curriculum vitas by August 31, 1992 to Professor Alan Lightman, Head, Program in Writing and Humanistic Studies, is an affirmative action, equal opportunity employer.

fetucational Leadership: The University of Mississipri, School of Education. Assistant or Associate Professor. The Department of Educational Leadership seeks to fill a tenue-timek Leadership seeks to fill a tenue-timek Leadership in the position calls for the teaching of graduate courses in educational leadership in the areas of theories of administration and personnel administration, as well as directing student research and coordinating student internships with muster practitioners. The successful candidate will possess an earned docturate in Hadactional Leadership of Educations will be accepted until possess and earned docturate in Hadactional Leadership of Educations will be an internships with muster practitioners. The successful candidate will possess an earned docturate in Hadactional Leadership of Educational Administration at the time of the appointment in August, 1992, a record of professorial archievement, and decomparised scholarship. Experience in central office public school administration is essential. Experience and/or training with the NASSP Assessment Center program and/or experience with labor union activity are dealroble qualifications. The nine-month solary is competent to the professor of Educational Research Evaluation. Tomice timek. Candidates must have a decionate with primary emphasis in educational achievement, and decional archievement, and decomparised with primary emphasis in educational achievement, and therefore a program and of experience with labor union activity are dealroble qualifications. The nine-month solary is competited to the professor of Educational Research Evaluation. Tomice timek. Candidates must have a decionate with primary emphasis in educational decional recomment. Satisfics, and recommendation of the position include:

LYNN UNIVERSITY BOCA RATON, FLORIDA

I van University has two faculty positions available at the Assistant or Associate Professor rank. One position is for the School of Hotel, Restau-rant and Tourism Administration, and the other is for the School of Husiness in the area of Marketing or International Marketing. Responsibilities: Teach undergraduate and graduate courses, student advising, service to the University, industry and professional organiza-

Qualifications: An earned Doctorate from a regionally accredited school is required for both positions. A Doctorate in Hotel & Restaurant Management is preferred for the Hospitahy position, but a Doctorate in a related field with a Master's in Hotel & Restaurant will be considered. A Ph. D. in Marketing or International Marketing is preferred for the Business position. SACS faculty criteria of a minimum of 18 graduate hours in the feed-inter field are althored to. the leaching field are adhered to.

Salary range. Compensation is dependent upon qualitications.



Application Information: Review of candidates will begin April 1, 1992 and continue until qualified applicants are chosen. All applicants for both posi-tions should submit a résumé, official collège tran-scripts, and three letters of recommendation to:

Dr. Jennifer Branten Vice President for Academic Affairs Lynn University 3601 North Military Trail

Manufacturing Technology Associate/Full Professor



Position: A tenure-track position to begin Fall 1992. Responsibilities include teaching at the undergraduate and graduate levels in the areas of CAD and technical illustration courses. The position further includes responsibilities in research, student advising, curriculum development and other duties as assigned by the Department Fleat. The successful candidate is expected to provide a lead-emeruling graduate program.

crainty role to the diversitied and emerging graduate program. Qualifications: An earned doctorate degree in engineering, engineering technology, or a closely related field is required. Proficiency with current CAD and CAE software packages, and demonstrated excellence in teaching are expected. Industrial experience in related technical fields is desired

Salary: Commensurate with rank and experience. Application Review: Will start on April 20, 1992 and continue until an appointment is made. Send letter of application, résumé, three letters of recommendation, graduate transcripts and other relevant material to

Professor M. F. Fahmy Search Committee Chair Department of Industrial Technolog University of Northern Iowa Cedar Falls, Iowa 50614-0178 Phone: (319) 273-2563

THE UNIVERSITY OF NORTHERN IOWA IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

UNIVERSITY OF TENNESSEE AT CHATTANOOGA

School of Business Administration

The University of Tennessee at Chattanooga expects to make tenure track appointments for the 1992/93 academic year at the Assistant or Associate level. A Ph.D. or DBA degree is preferred; ABD will be considered. The University Invites applications for the following positions:

Accounting Finance Management Information Systems Applications should be sent to: Dr. John Fulmer, Assistant Dean School of Business Administration University of Tennessee at Chattanooga 615 McCallle Avenue Chattanooga, TN 37403

Women and minorities are encouraged to apply for all positions. The University of Tennessee at Chattanooga is an equal employment opportunity, affirmative action. Title IX, Section 504 institution.

(i) louching graduate and undergraduate courses, from areas such as: lesing/measurement. Maistice, program evaluation, and research design; (2) carrying out a program of scholar-bip and publication; and scholar-bip and publication; and (3) providing service activities to the institution not professoansi community, Beginnias in the Pall 1992; salary is commentive. Send letter of application, résumé and maners, addresses and phone numbers of three references lo: Scarch Committee, Caducational Research and Evaluation, Box 309. University of Houston-Clear Lake, Educational research and Evaluation, Educational research and Evaluation for the continue until the position is filled. The interest of women and minorities.

Liturational Supervision Supervisor—Foriga Language and Fig. Arts, Plainfield injudy School. Effective Saptember 1, 1992, and participate in middle school courses; supervise authoristics, educational supervised in the rest of women and minorities.

Liturational Supervisors Supervisor—Foriga Language and Fig. Arts, Plainfield injudy School. Effective Saptember 1, 1992, and participate in middle school courses; supervise suddens, send latter of supilication, carried understant program development and student reactions and participate in middle school courses; supervise suddens, send latter of supilication, curriculum visae, staduate in middle level program development and student reactions and participate in middle school courses; supervise suddens, send latter of supilication, curriculum visae, staduate in middle level program development and student reactions. The control of Electrical/Computer Engineering: Chairper-son, Electrical and Computer Engineering, Candidate with provon research, teaching, program development and administrative

RULLETIN BOARD: Positions available

CENTRAL CONNECTICUT STATE UNIVERSITY

New Britain, Connecticut 06050-4010

DEPARTMENT OF

MODERN LANGUAGES

RUSSIAN — Instructor/Assistant Professor-Fall 1992, Pending Funding of Position. Tenure Track. To teach all levels of undergraduate Russian language, culture and literature. A commitment to oral profidency based, multi-media teaching is essential. Earned doctorate in Russian or completion of Ph.D. by May 1993; native or near the static of Russian those years of college teaching experience.

ate in Russian or completion of Ph.D. by May 1993; halive or hear native ability in Russian; three years of college teaching experience; and on-going scholarship in an appropriate field are required. Ph.D. is preferred. Credentials and experience substantially comparable to

spanish — Instructor/Assistant Professor-Fall 1992, Pending Spanish — Instructor/Assistant Professor-Fall 1992, Pending Funding of Position. Tenure Track. To teach all levels of undergraduate courses in Spanish language, culture and literature. A commitment to oral proficiency based, multi-media teaching is essential. Earned doctorate in Spanish or completion of Ph.D. by May 1993; after the profit of the

value or near native fluency in Spanish; three years of college

teaching experience; and on-going scholarship in an appropriate field required. Ph.D. is preferred. Credentials and experience sub-

stantially comparable to the above will also be considered.

ITALIAN — Instructor/Assistant Professor-Fall 1992, Pending Funding of Position. Tenure Track. To teach undergraduate courses in italian language, literature and culture; to teach elementary and intermediate levels of Spanish. A commitment to oral proficiency based, multi-media teaching is expected. Earned doctorate in Italian orcompletion of Ph.D. by May 1993; native or near native fluency in Italian and Spanish; three years of college teaching experience; and on-going scholarship in an appropriate area required. Ph.D. is preferred. Credentials and experience substantially comparable to the show will also be considered.

Send letter of application, résumé and names, addresses and tele-

Dr. Donald Pomerantz, Chairperson

Modern Languages Department CENTRAL CONNECTICUT STATE UNIVERSITY New Britain, CT 06050-4010

Review of candidates will begin on April 22, 1992. CCSU is an AA/

EO employer. Women, minorities, the handicapped and veterans

PROFESSOR AND DEPARTMENT HEAD

Allied Health and Biological Sciences

Dutchess Community College, a unit of the State University of New York, seeks applicants for a feature-track position of Professor and Department Head. The Allied Health and Biological Sciences Department includes academic programs in Dictetic Technology, Medical Lab Technologies and Liberal Arts Science. An earned Dactorate and a minimum of five years' college teaching experience are required. Community college teaching preferred. Responsibilities include the supervision of 10 full-time faculty plus 15 or more part-time faculty, leadership in corriculum development and administration of a dynamic, instructionally innovative department. The successful candidate will teach a full academic load during the full 1992 semister and will assume Department Head, as a full academic possibilities in January 1993 upon the retirement of the current Department Head.

Salary dependent upon experience and qualifications. Dutchess offers a tomprehensive benefit package including fully paid health, dental and life insurance, TIAAZ REF and availability of on-site day care services. Send letter of interest and resume by May 1, 1992 to:

Ms. Maureen Houghtaling, Personnel Assistant Dutchess Community College 53 Pendell Road Poughkeepste, NY 12601-1595

AA/EOE

Assistant/Associate Professor—

Soil Physics

A 12-month, tenure track position in the College of Agriculture and the Utah Agricultural Experiment Station. The appointment is approximately 25% reaching and 75% research a Teaching responsibilities include a sentor level undergraduate course in soil physics and Teaching responsibilities include a sentor level undergraduate course in soil physics and sentence in agriculture, single science, impation enginesting, hydrology, forestry, and environmental enginesting the successful condidate will be expected to develop a research program approved primarily sylventimized functions and to publish in referred journals. An important component of the position is collaboration with scientists in other departments, colleges, and research senties on campus. The successful candidate will be expected to address research senties on campus the successful candidate will be expected to address research.

centers on campus. The successful candidate will be expected to address research areas such as the environmental aspects of solute flow, soil physical properties, soil water and solute movement, computer modeling of soil physical processes, evapotranspiration, and cut production as related to soil water and salinity. A Ph D in soil physica and a demonstrated ability in oral and written communication in English are required. Expertise in computer simulation modeling and associated microcomputer applications is strongly preferred. Expertises in field research and electronic sensors and data logging equipment is preferred. Expertises in the saline soils and and cropping systems is highly desirable. Post-forcial expertience is destrable. Salary will be competitive and commensurate with experi-doctoral expertience is destrable. Salary will be competitive and commensurate with experi-doctoral expertience is destrable. Salary will be competitive and commensurate with experi-doctoral expertience is destrable. Salary will be competitive and commensurate with experi-doctoral expertience. In the competitive and commensurate with experi-doctoral expertience is destrable. Salary will be competitive and commensurate with experi-doctoral expertience. The product is a substance of the product of the produc

stantially comparable to the above will also be considered.

he above will also be considered.

above will also be considered.

phone numbers of three references to:

ASSISTANT PROFESSOR OF EDUCATION

The School of Education of Pace University invites applications for a tenure track position for its White Plains and Pleasantville campuses. Appointment is unticipated for September 1, 1902. The department serves undergraduate and graduate level students in elementary, secondary, and special education.

The successful candidate should note evidence of elementary or The successful cammane should note evidence of elementary or secondary teaching experience. Expertise in the areas such as cognition, language & literacy, mathematics, special education ESL or multi-cultural understanding is desired. Salary and ank are commensurate with experience and qualifications. A 19.1D, or 15.1D, and 15.1D.

Pace University is an independent aistitution founded in 1906 with a multi-campus structure and academic programs in the Arts & Sciences, Computer Science and Information Systems, Business, Norsing, Education and Law, The School of Education offers programs which prepare dedicated cilicational professionals for leadership roles in the Classroom, the school and the school leaters. The University Law enumerations of a management of the Computer district. The Directory has comprehensive compuses in New York City, Pleasantville, Briarchil, and White Plans, New York

The search will continue until a successful candidate is identified To ensure full consideration, send lefter of application, resume (eating specialties) and recent references to. Office of the Denn, d of Education, Pace University, 78 North Broadway White Plains, NY 10603, We are an equal opportunity/affor

STLAWRENCE UNIVERSITY

Visiting Instructor or Assistant Professor **History Department**

(post-1865 American)

St. Laverence University is sorking to fill a visiting position in post-1865 Anei-can history beginning in August, 1942. Caudidates for the position must have competency in at least two of the following table. History of Women, tabo, or Minorities. The person hind will be espected to teach the American history survey course, and participate in an inter-thic uplinary. First Year Program Qua-fications; ARD and teaching experience required, Ph.D. preferred Sake & competitive, based upon quality attoris. Send fetter of application, resumb, and three follers of recommendation to:

Professor Jonathun Rossie Department of History St. Lawrence University

The Search Committee will begin reviewing applications on May 15, 1992. St. Lawrence University is committed to testering matte attend diversity in to tacility, state, state, and profit and programs of metric from As an Equal Opportunity. Attendance Action employer, we specifically encourage application from women, unnormers and persons with disabilities.

COLLEGE OF PHARMACY

ASSISTANT/ASSOCIATE PROFESSOR OF PHARMACEUTICAL ADMINISTRATION

Applications are being invited for a tenure-track Assistant/Associate Professor in the Division of Pharmaceutical Administration commencing September I. 1992. Ph.D. in pharmaceutical administration or equivalent with emphasis or pharmacoepidemiology, drug use evaluation, drug use decision making, and or economics and healthcare finance is required. A professional degree in pharmacute degree.

pharmacy is desired.

The College seeks an individual to teach and develop pharmaceutical administration courses; establish a record of scholarly research in nationally reconized refereed journals and funded projects; establish independent research programs, advise students, serve on committees, and participate in additional activities to achieve the goals of the Division, College, and University, Send application materials and resume to Dr. Dev S Pathak, College of Pharmacy, The Ohio State University, 500 W. 12th Avenue, Columbus, Ohio 43210-1291. Deadline: June 15, 1992. An Affirmative Action, Equal Opportunity Employer.

record sought to provide leadership for the ECE department. New Jersey Institute of Technology is New Jersey's public technological university with nearly 7,500 students puraning bursaing bursaing surround puraning succession in Newark College of Engineering, School of Architecture, College of Engineering, School of Architecture, College of Industrial Management. The university expends approximately \$15 million annually m sponsured research. \$1 million of which is in the ECE department. Research area inattwave engineering, power systems, and solid state circuits and devices. NIT's campus is networked and commuter intensive. Additional facilities include: interdisciplinary Center for Manufacturing Systems, state-of-the-eri Microelectronics Center with class 10 cleanmon for integrated circuits fibrication, Center for Communications and Stingl Processing. Center for Microelectronics Center with class 10 cleanmon for integrations and Stingl Processing. Center for Microelectronics Center and modern offices and student laboratories. Emoliment is the blahest of any ECE department in New Jersey and the New York metropolitan region:

WHATCOM COMMUNITY COLLEGE Bellingham, Washington

Faculty Positions in PSYCHOLOGY and PHYSICAL THERAPY ASSISTANT PROGRAM

Whatcom Community College, located on the Pacific Northwest Coast between Seattle and Vancouver, British Columbia and dedicated to student-centered teaching and learning, is seeking applicants for the following two full-time, tenure-track positions, starting in the 1992-93 academic year.

psychology. Teach academic transfer courses, including general psychology, human development, abnormal psychology and other courses to be determined; develop new and revise existing curricula, and coordinate course offerings to benefit vocational students. Requires master's degree in psychology, commitment to participatory governance and to community college education and good teaching potential.

PHYSICAL THERAPY ASSISTANT PROGRAM: Teach and develop course offerings; coordinate program including student recruiting and admissions, schedule and budget; and serve as liaison with American Physical Therapy Association. Requires B.A. degree in physical therapy (master's preferred); three years of clinical experience; commitment to community college address. ion; and experience in physical therapy education, planning and

Snlary: \$25,209 to \$34,851 depending on experience and advanced degrees, 170-day contract (Additional summer 1992 employment may be negotiated with Physical Therapy Assistant Program Instructor/coordinator). For best consideration, completed applications should be received by April 24, 1992. To obtain application packet, contact.

Cliff Bancke, Personnel Officer Whatcom Community College 237 Weat Kellogg Road Bellingham, Washington 98226 206-676-2170

Whatcom Community College is an Affirmative Action, Equal Opportunity Employer

and the state of t

SCHOOL OF BUSINESS

ACCOUNTING, ECONOMICS, FINANCE, MANAGEMENT, MARKETING

Southern Connecticut State University School of Business invites applications for tenure-track positions at the expected rank of Assistant Professor in Accounting, Economics, Finance, Management and Marketing, An appropriate earned doctorate is preferred. Applicants near completion of the doctorate will be considered, Research and publication and professional business experience are valuable. Salary is competitive. Hiring is subject to Board approval and funding. Send letter of interest including research and teaching interests, résumé, past university level teaching experience and three or more references to the appropriate Search Committee Chairperson listed below:

Mr. Richard Fahringer

Accounting
 Economics and Finance
 Management and Marketing

School of Business Southern Connecticut State University 501 Crescent Street New Haven, Connecticut 065 i 5

CLOSING DATE OF APPLICATION: April 15, 1992.

TO ARABA CRANARATI A NARAN ARABA ARABA



LOCK HAVEN UNIVERSITY LOCK HAVEN, PENNSYLVANIA

Tenure-Track Faculty Position

Lock Haven University invites applications for a full-time, tenure-track Assistant Reader Services Librarian beginning Fall semester 1992. Appointment will be at the rank of Services Librarian beginning Fall semester 1992. Appointment will be at the rank of instruction or assistant professor. Responsibilities including deferrance, fibrary to urs and hiring performing other reader services duties including general reference, fibrary to urs and hiring and coordinating student employees. Requirements include an MLS from an ALA-screed-and coordinating student employees. Requirements include an MLS from an ALA-screed-and program with a minimum of lavy years' academic fibrary public service experience. Experience with reference service, online databases, student assistants and library instruct Experience with reference service, online databases, student assistants and library instruction preferred. Salary range: \$24,503-\$34,619. Application deadline April 20, 1992 or tion preferred. Salary range: \$24,503-\$34,619. Application deadline April 20, 1992 or tion preferred. Minority and woman candidates especially encouraged to apply. Send until position is fifted. Minority and woman candidates especially encouraged to apply. Send until position is fifted. Minority and woman candidates especially encouraged to apply. Send until position is fifted. Minority and woman candidates especially encouraged to apply. Send until position is fifted.

Oakland University, Rochester, Michigan 48309-4401.

Elementary Education: Assistant Professor. The Department of Education at Minot The Department of Education at Minot State University is accepting applications for a tenure track position. We are jooking for a tenure track position. We are jooking for a tenure track position. We are jooking and the elementary cachestion current elementary cachestion. Master's degreed in Elementary Education. States and Education and Education and College teacher who can teach Math Methods as well as well as well as well as well as the elementary cachestion, desired in Education; treathing expertence in elementary cachestion, desired by Agril 17, 1992. Send letter of applications must be received by Agril 17, 1992. Send letter of application, vita, and three current letters of reference 10 Office of Personale Services, Rhode Island Colleges, Providence, and the College Search of the College of the Personal Studies Education and Education treather and College and Colleges, Providence, Rhode Island. The Island. Th Elementary Education: Assistant Professor. The Department of Education at Minot State University is accepting applications for a tenure track position. We are looking for a must Education who has experience as netementary teacher and college seacher and cather and cather and college seacher and cather and the seacher and cather sh projects, participating in action research projects and in the institute for Action Research and Professional Development, and publishing in professional bournals. The potion is within the Department of Human Development and Child Studies, which of-spa programs in early childhood, special collection, and foundations of education. A powerum prority of the School is collaboration with neighboring education, service, and research agreeless described the service of the course of the School is collaboration with neighboring education, service, and research agreeless foundation, the School has developed collaborative projects in early

Bementary Mathematics Education: The Department of Education and Human Development of the State University of New York-Brockport seeks an individuals of fit a tenure track position in elementary mathe-

FRANCIS MARION COLLEGE

Florence, South Carolina FALL SEMESTER, 1992

Francis Marion College is inviting applications and nominations for the position of Vice President for Academic Affairs. The college is a statesupported institution of approximately 4,000 students, offering both graduate and undergraduate degrees with a primary mission of teaching. Its students are drawn largely from South Carolina, but with the recent expansion of student housing, the college will be recruiting from other states along the cust

The Vice President for Academic Affairs reports directly to the president and serves as the chief academic officer. To emphasize the college's teaching mission, the Vice President for Academic Affairs and other senior administrators teach regularly in their disciplines.

The successful candidate should: ·Have substantial experience in administration above the

department level ·Have an earned doctorate in a discipline which corresponds to one of the major academic programs of the college ·Be able to qualify for the rank of professor in an academic

discipline at the college -Demonstrate a record of accomplishment in teaching and

•Be sensitive to a wide range of faculty issues, including compensation, faculty development, and faculty governance It is hoped that the position can be filled by July 1, 1992; however, the search will continue until an appropriate candidate is found. Applications and nominations (please include a curriculum vitae and five references) should be addressed to:

President Thomas C. Stanton Francis Marion College P. O. Box 100547 Florence, SC 29501-0547

Francis Marion College is an equal opportunity. affirmative action employer.



FACULTY POSITION

Department of Management

Candidates are being sought for September 1992 position in the Department of Management Research and teaching expertise in either strategic management or human resources management: secondary interests in international management highly desired, involvement with Ph D. students expected. Completed Ph.D. in appropriate field required. Salary commensurate with experience and qualifications. Position open until filled, but to be considered. applications should be received by April 16, 1992.

Send resume to D. Anthony Butterfield, Chair, Dept. of Management, School of Management, University of Massachusetts, Amherst, MA 01002. Position contingent upon funding. An Affirmative Action/Equal Opportunity Employer

DUKE UNIVERSITY DIVINITY SCHOOL **Assistant Professor of Old Testament**

Duke University Divinity School invites nominations and applications for a tenure-track faculty position in the field of Old Testament studies. The appointment is to be made at the level of Assistant Professor, to become effective in the Fall semester of 1993.

Candidates must possess the Ph.D. or equivalent degree. Teaching responsibilities will include seminary courses in Old Testament infroduction, exegosis, and theology, as well as Hebrew language instruction. Requisite for the position is the ability to help divinity students reflect theologically on the Old Testament as the scripture of the Christian church. The successful candidate will also be engaged in scholarly research and have the capacity to contribute to the instruction of doctoral students.

Piessa send curriculum vitae by September 15, 1992 to Mrs. Clara Godwin, Office, The Divinity School, Duke University, Durham, North Carolina 27705. Duke University is an affirmative action, equal opportunity employer.

mailes education with the rank of Assistant Professor. Primary responsibilities include teaching general methods and mathematics methods courses in the elementary certification sequence and supervisings field experiences prior to student teachins, Other duties (as appropriate) include advising undergraduate and graduate attudents, teaching graduate and graduate students, teaching graduate level courses, supervising student teachers, and participatins in schoolarly activities. An earned doctorate in echication; a strong background in mathematics; recent successful teaching experi-



PROGRAM CHAIR, M.A. IN PSYCHOLOGY

Abboth University Lis Angeles insites applications for the position of Char of the M.A. Program in Psychology

The Program Chair position is a unique opportunity for a creative and collaborative individual to lead a student confered program's many strength while images a fresh vision to the challenge of MA-level pay hology in the 21st Centroy within the confest of a changing profession and a multicular tegron. The program serves 350-plus students with a 72 quarter-out control in a flooring in the confest of a changing profession and a multicular tegron. The program serves 350-plus students with a 72 quarter-out control in the artists theory and true heavy. but that integrates theory and practice and is designed to develop self-reflective, socially responsible psychotherapists within a university environ-ment which encourages academic excellence, initial respect, and personal attention for the adult learner.

The successful chair will; administer broad range of responsibilities over a complex program with small care and large adjunct faculty; facilitate and forther the program's humanistic culture; support the development of postgraduate continuing education programs for alumnicand community, and represent the program in participatory governance of the Los Angeles campus

QUALIFICATIONS:

- An accordited the totale in chincal psychology or related field
 University for long experience
 Advantage experience
- Onversity but lung experience
 Administrative experience
 Ingly value placed as such personal characteristics as openiess, flexibility creativity, sense of humor and the ability to thrive in a small, demanding but satisfying institution

So regiong begins May 1, 1992, and continues until position is tilled. Position available laly 1, 1992. Compensation depending upon especience plus a generous timpe hencists package. To apply, send letter or interest, assume, and four references with telephone numbers to:

MAP Chair, Search Committee Antoch University Los Angelos 14274 Epi Way Marma del Rey, CA 90292

Antoch University Les Ampeles is an accredited adult campus of Antioch University in Yellow Springs, Olifo, Antioch Los Amgeles and Santa Barbara campuses make up Artinch Southern California, providing quality montrational education for over 800 adult students, Founded in 1852, Antioch has a tradition of academic excellence, while person learning and socially responsible education. Other Antioch campuses are located in Seattle, Washington, Recne, New Hampshire; and Yellow Springs, Ohio.

Antioch University is an affirmative action and equal opportunity employer.

Educational Administration NORTH DAKOTA STATE UNIVERSITY

Assistant Professor tother ranks considered), EDUCATIONAL ADMINISTRATION, 12-month tenure-track position. Responsibilities include teaching courses in Educational Administration, opportunity of teaching undergradule courses in Teacher Education (Home Economics Education preferred), providing professional service to school districts and professional education organizations, and conducting research and maintaining a publication record. Ductorate in Educational Administration, school teaching and administrative experience at K-12 level, and excellent communication skills are required qualifications. Experience in elementary principalship or central administration; master's degree in Home Economics Education or curriculum and instruction; leadership in professional organizations and professional development; ability to contribute to cultural, racial, and/or gender diversity of program faculty; and experience in university/college teaching are preferred qualifications.

Send letter of application, vita, and three letters of reference by April 15, 1992, to Dr. William Woods, Search Committee Chair, 321 Minard Half, North Dakota State University, Fargo, ND 58105.

NDSU is an Equal Opportunity Institution

PHYSICAL EDUCATION INSTRUCTOR Raritan Valley Community College

Junior level position for candidate with Master's degree in Physical Education.
Position entails teaching a range of physical education courses from 1 credit activity courses to 3 credit lecture/discussion courses. Coaching will be required in several sports, such as soccer, tennis, and basketball.

quirea in several sports, such as soccer, lennis, and basketball.

Raritan Valley Community College is a two-year, comprehensive, bi-county community college, which offers associate degrees and certificates in more than 40 areas. It is accredited by Middle States Association of Colleges and Schools and Ikensed by the New Jersey Board of Higher Education. It is located in suburbon central New Jersey, approximately one hour from New York City and Philadelphia, adjacent to major highway systems. The 240-acre campus serves Somersot and Hunterdon counties and enrolls 5,300 full-time and part-time students in transfer and career programs, with several thousand more carrolled in non-credit course.

Candidates should send letter of interest and resume to be received no later than 4/22/92 to Personnel Office, RARITAN VALLEY COMMUNITY COLLEGE, P. O. Box 3300-C, Somerville, NJ 08876. An Equal Opportunity, Afilmative Action Employer.

Flementary/Mathematics Education: Rhodo Island College, Providence, Rhode Island. Two-sear term appointment beginning September, 1992. To teach undergradunic mathematics education and introductor course in the Elementary Education Program. Master's degree in Education with exidence of graduate-level work in nothermatics and enathematics and/or college teaching of enathematics and/or college teaching den



NURSING FACULTY POSITION

The College of Nursing, SUNY Health Science Center at Syracuse, invites applications for a full-time, tenure track position for Research and Evaluation. Responsibilities include leaching, maintenance of personal program of funded research, guiding faculty and students in research design and data analysis, guiding faculty in gransmanship and in supplementation of College of Nursing Master Evaluation Plan. Opportunity exists for collaborative clinical research in campus-based University Hos-

Required qualifications include earned doctorate, master's degree in nursing with corresponding experience in parent-child, pediatrics, or family nursing, and a minimum of 3 years' undergraduate/graduate teaching experience. Successful experience in research and grantsmanship highly desired. Rank & salary dependent upon qualifications and

Candidates should submit a letter of application, current CV, and names of three references to Dean M. Janice Nelson, College of Nursing, SUNY Flealth Science Center at Syracuse, 750 East Adams Street, Syracuse, New York 13210, by June 15, 1992.

SUNY Health Science Center at Syracuse Is an EEO/AA Employer

DEPARTMENT HEAD SOCIAL SCIENCES

Northwestern State University of Louisiana

POSITION: Applicants are invited for the position of Department Head of Social QUALIFICATIONS: A docurate is preferred with experience in higher education. Applicants should have strong organizational, communication, interpersonal, and computer skills. Applicant must demonstrate evidence that he/she is task oriented and is capable of working independently. Must have strong background in lustoric preservation and/or culture resource management.

preservation anisor culture resource management.

RESPONSIBILITIES: Management of the academic, personnel, and financial needs of the Department within a University committed to the pursual of academic excelence and concern for the needs and development of each individual student. The Department Head is the chief administrator of the department and must lead the development of its program. The Department Head is the responsibility to establish an effective excruting program to attract students and to build an outstanding faculty through recruitment and development. Department Heads must also continue to teach and materials scholarly activities.

APPLICATION: Send fetter of application, résumé, transcripts, and three letters of recommendation by April 30, 1942 to: Dr. Robert Alost, President, Northwestern State University, Natchiloches, LA 71497. SALARY: Competitive.
NORTHWESTERN STATE UNIVERSITY IS AN AFFIRMATIVE ACTION.
EQUAL OPPORTUNITY EMPLOYER.

RICH MOUNTAIN COMMUNITY COLLEGE Mena, Arkansas

Rich Mountain Community College (RMCC) invites applications for the following position RMCC is located in the mountains at the edge of the Ouschita National Forest, 85 miles south of Fort Smith and 85 miles west of Hot Springs Established in 1983, RMCC is a public, comprehensive community college serving approximately 700 credit students each

is mester.

Mathernatics Instructor: Person to develop course syllabi, teaching resources, and related activities for teaching all levels of mathematics courses from basic math through calculus. Person will be responsible for teaching both day and evening classes during the regular academic year and for teaching summer classes as secreda. Teaching responsibilities will include classes at the Mena cumpus and at outreach centers in Wickes, Waldron, and other centure as needed. Other responsibilities will include recruiting, advising, and tutoring students, working on secretary committees, and performing other duties in college community-related functions. Person employed should have a mester a or doctor's degree in mathematics and experiences in college-level teaching. Employment will begin in August, 1992.

Letter of annitication, vigured with references and temporatics of all advising which have Hance and experience in the second with references, and transcripts of all education should be submitted immediately. Send all materials to

Bill Abermalhy, President Rich Mountain Community College 601 Bush Street Mena, AR 71953

RMCC is an Equal Opportunity Employer.

RIVERSIDE COMMUNITY COLLEGE DISTRICT Riverside, California

SEEKS APPLICANTS FOR

FACULTY POSITIONS SPEECH COMMUNICATION/PORENSICS

: by 4:00 p.m., April 17, 1992 ANATOMY BIOLOGY

Deadline; by 4:00 p.m., May 1, 1992. Call the Personnel Office at (714) 684-3240, Ext. 291 for Equal Opportunity Employer

Courses: Creative Writing at all levels. Twelve semester hour leaching load; advising and committee work, Application deads time: April 10, 1992. Send letter of amplication, vita and three letters of roferences on Search Committee, cho Dr. Michael Herrors, English Department, Genzaga University, Spokene, Washington 9925-0001. English Department, Genzaga University, Spokene, Washington 9925-0001. English: Assistant Professor. The Arts and Letters Department of Lake Superior State University seeks applications for full-time University seeks applications for full-time University seeks applications for full-time

Michigan Technological University

Chair - Department of Mechanical Engineering and Engineering Mechanics

Nominations and applications are invited for the position of Chair of the Mechanical Engineering and Engineering Mechanics Department Candidates should possess an earned doctorate degree in an appropriate engineering field, have outstanding leadership abilities and have a record of excellence in teaching, research and scholarly activities consistent with a tenured position as full professor.

A distinguished engineering educator is sought who can provide innovative and energetic leadership, be a skillful administrator and interact effectively with students, faculty and administrators. The primary duties of the Chair include faculty recruitment and development education of departmental resources, course and curriculum development and development of industrial/governmental relations and support.

Michigan Technological University is a state institution dedicated to both teaching and research. The ME-EM Department has approximately 1350 undergraduate and 100 graduate students, and offers B.S., M.S., and Ph.D. degrees. The Department has 47 faculty with academic and research interests in Energy Thermo-Fluids, Design and Dynamic Systems. Menufacturing and Industrial Engineering and Sold Mechanics. The Department is housed within a modern 13 story building and has state-of-the-art laboratories for teaching and research. The University, located on Lake Superior in the upper perineuls of Michigan, is an integral part of a congenial community offering cultural enrichment and en outstanding quality of life.

annonment and an outstaining quality of the continuous and in outstaining quality of the position will be evailable September 1, 1992. Applications, and inquiries will be received in confidence. Review of applications is now underway, and the search will continue until the position filled. Send a reasumé and the names, addresses and phone numbers of

Professor C.E. Passerallo, Chair Search Committee
ME-EM Department
Michigan Technological University
1400 Townsend Drive
Houghton, MI 49931-1295

Michigan Technological University is an equal advestional institution/ aqual opportunity employer.

DEPARTMENT OF EDUCATIONAL LEADERSHIP Teachers College, Ball State University

The Department of Educational Leadership, a newly formed departmentom-bining the Center for Lifelong Education and the Department of Educational Administration and Supervision, is in the process of hiring a Clinical Profes-sor in Educational Administration and Supervision.

Muncie, Indiana

The Department is seeking a seesoned school administrator to fill the position. This is a non-tenure-track, full-time contract position. The Clinical Professor will supervise interns, work with a study council of school superintendent, and teach graduate classes in educational administration and supervision. Minimum Qualifications An earned doctorate in educational administration and supervision; extensive professional experience in educational administration; and demonstrated competence in teaching.

Preferred Qualifications: University experience, and a record of scholarly productivity.

Applicants should send a letter of interest in the position, a complete and current vitae, official graduate transcript mailed by the institution(s), and three original, current letters of recommendation to: George Wood, Chatnerson, Department of Educational Leadership, TC 915C, Bull State University, Muncle, IN 47306-0590. Review of applications will begin immediately and continue until the position is filled.

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.

History of Medicine at **Duke University**

Duke University is seeking medical historiantal (M.D.-Ph.D.) who have a Ph.D. for ABD nearing completion) in the history of medicine or the history of the life sciences and M.D. with board certification in a clinical specialty. The appointmental will be made on the tenure track (initially without tenure) at the assistant or essociate professor level as appropriate. The primary appointment will be in the Dispertment of History, a secondary appointment will be in the department of the Clinical specialty. Mettors of Appointment, Promotion, and Tenure will be based on teaching and research in medical history. There is the expectation that the physican-historian will sarm approximately one-helf histher compensation from childapractice. The successful candidate(s) will join two current medical historians et Duke in teaching undergreaduate, graduate, and medical students. They will also join a growing group of acholers in the Duke-Inversity of North Cerotians Collaborative Program in the History of Science, Medicine, and Technology. Briary and incoming academic rank will be commensurate with qualifications and separatical Review of applications will begin on 1 May 1992 and will continue until the positions are filled, interested candidates should send a curriculum vitee and three latters of recommendation to:

Peter C. English, M.D., Ph D. Chair. Search Committee Box 3875 Ouke University Medical Center Durhem, North Caroline 27710

Regilish Columbia College. Assistant Pro-fessor lenure-track position beginning Au-pusi. 1992. Regular teaching responsibi-tios for all levels of compustion courses, including developmental, as well us for In-erature. Demonstrated excellence in teach-ing, experience and interest in early world and British hierature highly desirable. Completed Ph.D. in English required. Rank and salary commensurate with back-ground. Established in 1851. Columbia Col-tege is an Independent, coeducational, ca-teer-oriented, comprehensive college with a strong liberal arts foundation. Columbia Missouri, has an excellent elementary and secondary schoul system. Reasonable housing is available. Send letter of apolica-tion, resume, transcripts, and three refer-ence names, addresses and telephone num-

Equal Employment Opportunity. Affirms-live Action Employer.

English: Columbia College. Assistant ProFostor lenure-starts position to a significant formula and the sign

feglish: Assistan/Associate Professor of English The University of Rio Grande announces a position opening for Assistant or Associate Professor of English. Successful candidate will be responsible for teaching developmental and freshman composition, a literature survey, and specialized courses in Brinish Literature, or Literary Crinism. Other courses include grammar, business writing, technical writing and creative whiting. Participation in commitnee work, sudent advissing, and other related faculty and dent advissing, and other related faculty are possibilities are also required. A decropale degree is required. The University of Rio Grande combines a private four-year university with a state-supported community college in a study institution serving

BULLETIN BOARD: Positions available

THE AARON DIAMOND FOUNDATION POSTDOCTORAL RESEARCH FELLOWSHIPS in the Biomedical and Social Sciences

AIDS OR DRUG ABUSE RESEARCH

The Auron Diamond Foundation annuunces the availability of sidectoral Research Pellowships in the biomedical and social sciences Postnoctorar research recommings at the numeroccu and social science, focusing on AIDS or drug abuse. The purpose of the Pollowships is to autract promising investigators to aradymic and research institutions in New York City, and to encourage increased research into understanding New York City, and to encourage increasing public health problems. The and solving two of today's most pressing public health problems. The New York State Health Research Council, alded by a distinguished group of scientists comprising The Auron Diamond Foundation Fellowship Selection Committee, administers the Fellowship Program.

STIPENDS Fellows are paid annual supends beginning at \$36,000. Each Fellowship is for two years, with an option for a third year.

ELIGIBILITY cants should have received an MD or PhD within the past seven years. MD's should have completed at least two years of clinical training PhD's

re eligible immediately after praduation or after limited

The Fellowships are open to U.S. citizens and permanent residents. Women and members of minority groups are especially encouraged to apply.

MENTORS

A potential Fellow must be sponsored by a Mentor at a New York City institution. Mentors who have already expressed interest in participating in the Fellowship Program are listed in the application materials. The Mentor's institution receives \$,50,000 annually to cover the Fellow's research costs, travel, tuition and fringe benefits

APPLICATION DEADLINES hily 31, 1992 and July 30, 1993

INFORMATION AND APPLICATION FORMS Ellen L. Rautenberg, Program Director, The Aaron Diamond Foundation Postdoctoral Research Fellowships, New York State Health Research Council, 5 Penn Plaza, Room 308. New York, NY 10001 (212) 61 3-2525

Morris College

Morra College, a private and predominately black, four-year liberal arts rollege in Sumter, SC, is seeking applicants to fill the following positions: ASSISTANTIASSOCIATES PROPESSOR OF MATHEMATICS: 16 radi four to live (12 to 15 credit hours) courses each semester in Abstract Ngebra, Calculus and Differential Equations Participate in registration. sident advising commutate a significant and other duties as assigned. Ph.D. or Master's degree in Mathematics required. I file rive 1aft (August) 1992. NSTRUCTOR/ASSISTANT PROFESSOR OF MATHEMATICS: To teach four to five (12 to 15 could hom) yours, evolve and act in Gone of College Mathematics, College Alechea, Participate in registration, student advising committee assignments and other duties as assigned. Effective fall decided

ASSISTANT/ASSOCIATE PROFESSOR OF ENGLISH: To teach four to five (12 to 15 credit from a courses in Granutar and Composition, Fundamentals of Composition, and World Literature. Ph 15 desired in Eng-lish, Effective Fall (August) 1992.

Submit letter of application, three letters of recommendation and official addenic transcripts: Personnel Officer, Morris College, 100 W. College Street, Sumter, SC 20150-000

CASTLETON STATE COLLEGE Communication Faculty Vacancy

Uberal arts-oriented program seeks generalist for possible tenure-track position beginning August 1992. Rank and salary are dependent on qualifications and experience. Responsibilities: a generalist to teach a variety of courses from among public relations, radio, intro (mass media orientation), media writing, organizational, interpersonal and television production. The College stresses teaching effectiveness as the primary condition for advancement. Qualifications Ph.D. in appropriate area preferred, master's with significant experience in the field considered. Ability to work affectively in a small interdisciplinary program required. Screening of applications will begin after April 25, 1992, and will continue until position is filled. Send letter of application, copy of transcripts, résumé, and names, addresses and telephone numbers of three references to Dr. Joseph T. Mark, Academic Dean, Castleton State College. Castleton, VI 05735.

Castleton State College is an Affirmative Action, Equal Opportunity Employer.

******************* next southeastern Ohio. Send a letter of specialism, resume, and the names, of the send of

Inglish Tenure track position available for Fall, 1992. Appointment will be all the Avaisant or Associate Professor level Position requires generalist with expertise in women's biestature, technical winning ordine willing process. Candidate should present strong evidence of quality feaching. In.D. or near completion required. Seril kter, curricular withe, three names, addresses of references to. Dr. Philip Jana, Chalir, English, Marywood College, Schaulon, Pennsylvania 18819, b) April 15.

inglish: Tenure-track assistant professor position for specialist in theton; and composition. Teach basic College Writing I and lipids upper-level courses in Expaniors Witing amore, Doctorate required Teaching asperience preferred, writing lab expedience useful. Begin August 31, 1992. Con-

ch AAECI.

Ingish: Missassipp Umsersity for Women.
Tenute-track position, Assistant of Assocute Professor for 1992-93. Specialization
in Remarkance literature. Ph D required
feathing will include compater-assisted
companion, secent literature surveys,
upper-level courses in Milton. Spenser,
Shakeppare, and other Remarkance areas
Mank and salary based on qualifications.
Send application letter and complete dosser timeluding transcripts and referencesy
to Ginger Hat. Humanities Environ, W.
Box 1934. Colombus, Missassips 19701.
Screening begins immediately Starting
date. August 20, 1992. MUW is an equal
opportunity and affirmative action employer

lane Community College

INSTRUCTOR/COORDINATOR - 90% time. Master's degree in Child Development or Early Childhood Education required. Classroom teaching experience with adult students, preferably in a community college setting. Minimum of three full years of experience with adult students. Demonstrated knowledge of community Child Care Operations. One year of additional experience teaching young children in an infant toddler lab school setting desired. Closing date: April 15, 1992.

For application, job description and further information, please contact: Personnel Services
Lane Community College
4000 E 30th Avenue

Eugene, OR 97405 (503) 726-221 l LCC application must be postmarked by deadline date: A resume may be submitted, but cannot take the place of the application form. An Affirmative Action, Equal Opportunity Institution

Wayne State College

HEAD, DIVISION OF HUMANITIES

July 1, 1992 (or negotiable). Earned doctorate in one of the following: English, Foreign Languages (Spanish, German, French) or Communication Aris (Speech Communication, Theatre, Journalism, Radio-TV Broadcast). Record of successful college teaching and scholarship, evidence of organizational and leadership skills, ability to work with administration, seven other Division Heads, faculty, students, and community. Commitment to shared governance in collegial atmosphere and to professional development of individual faculty. Supervise 21 faculty plus part-time faculty and graduate assistants in growing division with substantial responsibility for General Education courses, Administer budget, some teaching. Send letter of application and supporting material (transcripts, 3 letters of recommendation) to: Humanities Search, c/o Vice President for Academic Affairs, Wayne State College, Wayne, NE 68787, Applications accepted until position is filled. EEO Employer.

The Graduate School of Management of St. John Fisher College seeks to hire a mounty position in the following uren:

International Business/ **Business Policy and Strategy**

Will teach undergraduate and graduate students and engage in research in the area of international business and strategy with emphasis on international trade and strategy. Requires Ph.D. in Business. Established research ability in the area of international business and strategy by publication in refereed journal. Salary and fringe benefits competitive. Contact: Applicants should submit vita, transcripts, and three letters of

> Dr. Selim Hter, Chairman Dr. Selim Hler, Charman Management Programs St. John Fisher College 3690 East Avenue Rochester, NY 14618

St. John Fisher is an equal opportunity employer Minorities and women are encouraged to apply.



Assistant Professor Journalism Position begins September, 1992 Advanced degree, experience in journalism, and strong commitment to leuching, essential Send letter and cv by May 1, 1992, to Prof. Harris Ross, Dept of Enghsti

African-American Literature

Tenure treck pastion in Altican-American taioratura baginning September 1, 1992. Responsibilities include teaching intro-dictory, advanced, and graduale level courses in American Meralure. Applicans courses in American Meralure. Applicans should have completed the Ph.D. by December 31, 1992. Normalloss and pages of application (min dossers) should areas of application (min dossers) should areas of application (min dossers).

Dawson, Char. Osparurem or Logaria.
Respond to University of Delaware, 204
Memorial Hall, Newark, DE, 19746.
The UNIVERSITY OF DELAWARE is an
equal opportunity employer which encourages applications from qualified
micropy group members and women

Rection to universal Hall, Newerts, DE, 19746.
If the UNIVERSITY OF DELAWARE is an equal opportunity employer when encourages applications from qualified microly group members and women to many group members and women the provided microly group members and women the provided fields will have an advantage: I printitized fields will have an advantage: I printitized fields will have an advantage: I reliable literature, especially Native American: 21 interdisciplinary curricults; 3) women can: 22 interdisciplinary curricults; 3) women can: 23 interdisciplinary curricults; 3) women can: 24 interdisciplinary curricults; 3) women can: 25 interdisciplinary curricults; 3) women can:

McLENNAN COMMUNITY COLLEGE Waco, Texas

FACULTY VACANCIES FOR FALL 1992 BIOLOGY SPEECH

Master's degree with 18 graduate hours in the discupling to be laught. ACC, one of Ireas' most beautiful and progressive community colleges, is located on a wooded, 195-acry sile. Waco located within 100 miles of Dallas and Austin, Iceas, Mail returne or contact Personnel Office for additional information. MCC, 1400 College Dr., Waco, 3X, 75708, 817750-3505. MCC is an Alfimative Action, Equal Opportunity institution.

THE SCHOOL OF EDUCATION

at the

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO is seeking to fill the following two positions

Director of Teacher Education—This is an administrative deadership position requiring an understanding of and experience in teacher education and certification procedures as well as an ability to teach. The Director will char the Teacher Education Cabinet, implement policies and procedures for teacher education programs, conduct research in teaching and learning; maintain regular contact with the coordinators of various certification programs throughout the campus, accreditation agencies, education associations, and school districts; administer student teaching and other practicum placements; and on occasion teach. The Director has overall responsibility for the 7s certification programs on campus, is responsible for the efficient operation of the Office of Teacher Lducation and reports to the Donn of the School of Education.

This is a tenure track appointment at the rank of associate or full professions.

and reports to the Doan of the School of Education.

This is a tenure track appointment at the rank of associate or full professor contingent upon applicant's experience and background. Qualifications include having a record of schoolarly work with significant experience in public schools and college/amiversity teacher education, and showing evidence of excellent communication and administrative skalls. ence in public schools and college/university teacher education, and showing evidence of excellent communication and administrative shills. Assistant Professor in Educational Leadership—This is a tenure track position that provides an apportunity to assume a central role in the School's Master's. Educational Specialist, and doctoral programs in Educational Leadership. Women and minorities are encouraged to apply. Qualifications include an carned doctorate in Educational Administration, with an emphasis in general administration at the K-12 level, particular interest and expertise in organizational development as it relates to the current educational administration retorm mavement, esperis no as a building principal and/or superintendent, domonstrated ability to conduct quantitative and/or superintendent, domonstrated ability to conduct evidence of schodarly contributions to the held of educational administration through research, publications, and/or presentations all professional meetings. Appropriate tending experience at the graduate level is also highly desirable. Responsibilities include teaching master's through occurred courses in educational administration, including required consecution the principaliship, organizational development, and educational leadership assisting in supervising practica and internships in educational leadership assisting in supervising practica and internships in educational administration; advising students at all program levels, solving on examination and dissertation committees; maintaining schodarly productivity in research, publications, and presentations at professional meetings participating in School and university-wide governance; and providing services to the field.

services to the field.

The University of North Camlina at Greenstoro is one of three dectoral granting public universities in North Carolina. It has a student population of approximately 11.00 and is committed to excellence in the interal arts and in graduate professional education. The School of Education has a 52 full-time faculty members and enrolls approximately 500 undergraduate students and over 600 graduate students in a full range of master's. Ed.S., Ed.D., and Ph.D. programs During the 1991-92 academic year, the School of Education faculty was awarded approximately 55,703,000 in outside timuls.

outside tunds.

Both positions begin August 1, 1992. Applications should include a cover letter which explains professional education, experience, and suitability for the position; a current resume; the names, addresses finchaling titles and institutions), and telephone numbers of five references; and complete transcripts of all work. Send applications for either position to Dr. Mary W. Olson, Search Committee, School of Education. University of North Colonia at Greensboro, Greensboro, NC 27412. The review of application materials will begin April 22 and continue until the positions are filled. The University is an Equal Employment Opportunity. Allitmative Action Employer. Women, minurities, veterans, and disabled persons are encouraged to Identify themselves.



German

Gettysburg College seeks a person to till a one-year full-time subbatical leave position in the German Department beginning August, 1992. Ability to teach all levels of beginning August, 1894. Ability to teach all levels of undergraduate German language, literature, and culture courses. Ph.D. and college teaching experience prefetted. Gettysburg College is a highly selective liberal arts college located an hour and one-half from the Baltimore. Washington area. It is an Affirmative Action. Equal Opportunity Employer; women and minorities are encouraged to apply. Applications received by May 1, 1992, will receive greatest consideration. Send letter, curriculum vitae, and names of three references to: Charlotte Armster. Chair. Department of German. Gettysburg College, Gettysburg. PA 17325. Washington area. It is an Affirmative Action. Equal

sired; language competency in Mandaria Chricese as advantage. Send letter of copfication, résumé, Iranscript copies, and comes, addresses, and daytime telephone numbers of five references to Dr. Walden Freemas, vice President for Aendenic Affairs, Schreiner College, Kertville, Texas 78028. Screening begins intradately. Applications received until position is filled.

EOE.

Inglish as a Second Language: Instructor of SSI, full-time, nine-month contract with possible summer employment. Renewable position. Qualifications: MA In TESI. (Teaching English as Second Language), or related field; one year teaching experience at college or undversity level; demonstrated excellence in ESI. teaching: ability to work well with others; understanding of other cultures, with teaching experience abrond preferred. Responsibilities: ESI. Instruction within intensive English Programs participation in variety of program projects. Starting Date: Fail (July or August) servester, 1992. Salany: \$1,900-\$2,200/month (commensurate with education and experience). Submit application letter, resumé, and three reference letters by Moy 15, 1992 to Rousdi W. Bradley, Director, Mesa Intensive English and international Programs. Mesa State College. P. O. Box 2647. Grand Junction, Colorado \$1502; 303/1244-1733. Mesa State College is a drug-free workplace. All employees of College must agree to abide by drug free poley as condition of employment. AA/EOE. Applications from women, members of ethnic

ntiporities, disabled Individuals and vete ans encouraged.

English as a Second Language: Program 13 rectur. The Center for Foreign Languag Studies at Emporia State University seek a person to provide leadership in its ESI latensive English Program, beganning up proximately July 18. The IEP program crells approximately 80 non-narive speake. proximately Auly 18. In the program of tells approximately 80 non-narive speake of English each temester. Enhancing the recognam and developing a program of in struction which leads to the certification apublic school teachers in ESL would be major responsibility. Qualifications include a Ph.D. In Hagalstics, onplied linguistic ESL, foreign languages, or English. Exprience in teaching English as a second larguage is required. Experience working with the public schools is desirable. Qualifications to teach elementary Freuch or Storisti would also enhance an application. Transcessful applicant will be an energet, person with an entrepreneurial spirit and vision for the future of the program. Rargle negotiable for 12-month tenure-track pusition, with competitive salary. Review, applications will begin Artil 17 and continue until position is filled. Send letter of a glication, curriculum vitice, busicipits admanes, addresses, and telephone number of three references to ESL Search Commutee, College of Linemi Arts and Science Campus Box ID. Emporia State University Emporie, Kausas 6801-5087. ESU is Allymative Action, Equal Opportunia Employer. We encourage application; from members of protected classes.

ILLINOIS MATHEMATICS AND SCIENCE ACADEMY

A Pioneering Educational Community

The Academy is a three-year, public, residential school for Illinois students highly gifted an mathematics and science. The student body total 650 students lives year students cater having completed the equivalent of the multiprade and engage in a comprehensive, challenging and rigorous curriculum that is concept-centered and outcome-based. Teaching to defined as "facilitating discovery through interconnecting", with new models of student archievement and success serving as the enterial for outcome-based

Faculty members are expected to be exemplary educators in their discipline and instructional skills, committed to interdisciplinary approaches, and innovative in pedagogical practices assuming student learning and success. A infinitium of a Muster's degree is required for members of the

PACULTY

Biology—The course, university biology, engages students in a wide variety of laboratory and classroom experiences requiring active experimentation and discovery. This course is a second year requirement. Upperclass electives are also offered. An integrated approach to reaching and learning is required, hardy science experience is advantageous. Spanish—Spanish is one of six languages raught in four levels as classroom

Health, Physical Education, Weliness—An integrated course on wellness provides a unique and interdisciplinary approach for fulfilling required studies. Expertise in health education, physical education, and personal/social skills development required.

RESIDENTIAL COUNSELORS

Residential counselors serve as vital role models living with the students in the seven modern residential halls. The Academy is a hybrig-learning environment in which the academic and residential life components are integrated for optimal student development. A bachelor's degree is required in education, psychology, social services, or another related field with experience in a residential or youth senting preferred. Each comisclor is responsible for twenty-four students. Supplemental responsibilities in co-curricular activities are available. Flouring facilities accommodate married couples confortably.

ADMISSIONS COUNSELOR

Responsible for the statewide recruitment of incoming students. Statewide travel required. Knowledge of the demographics of the state and the needs of minority students and families are essential. Experience in admissions or tecruitment efforts is preferred. Excellent interpersonal, presentation, planning, and organizing skills are essential. A master's degree in counseling, student personnel services, or a related field is preferred.

Applications will be reviewed in early Spring. Applications available from:

> Illinois Mathematics and Science Academy Personnel Office 1500 West Sullivan Road Aurora, lilinois 60506

"An Equal Opportunity Employer'

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GRADUATE STUDIES OPPORTUNITIES

California Educational Research Cooperative Fellows

THE PROGRAM: The UCR School of Education has established the CALIFORNIA EDUCATIONAL RESEARCH COOPERATIVE (CERC)—a training and research center for the study of school improvement

CERC anticipates multiple openings for the position CREC Fellow for doctoral students during the 1992-93 academic year. Students receiving these appointments work closely with faculty in the design and conduct of research projects, preparation of reports and technical assistance to cooperating school districts and county offices of education.

Salary range: Depending on qualifications and prior experience, up to \$20,430 plus full benefits for half-time employment during academic year and full-time employment during summer months.

months.

APPOINTMENT CRITERIA: Candidate should have teaching or administrative experience and demonstrated ability in educational research. Applicant must possess an outstanding academic record and qualify for admission to the doctoral program in the School of Education. Applicant should submit a complete personal vita, statement of research interests and professional goals, transcripts of prior educational experience, two letters of recommendation, and GRE scores.

CERC Research Fellows are expected to balance academic course work with CERC research responsibilities. Academic year 1992-93 applications must be received by May 15, 1992. For additional information concerning CERC Fellow appointments or graduate admission, please contact:

Dr. Dan Donlan, Associate Dean School of Education, 1207 Sprout Hall University of California, Riverside Riverside, CA 92521 Phone: (714) 787-3228 FAX: (714) 787-3942

The University of California, Riverside is an Equal Opportunity, Affirmative

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Inglish Education: Tenure track position in English Education beginning Fail, 1992. A floctorate in English Education preferred WA/MS required. Responsible for teaching tealman composition and both lower and apper division courses in the English Education processes and strong community classes on the English Music appreciation position and two English Education processes and two English Education position and two

LOUISIANA STATE UNIVERSITY HAS THE **FOLLOWING POSITIONS:**

Anticipaled ASSISTANT DIRECTOR

ASSISTANT DIRECTOR

B.S. degree in Engineering or related field or equivalent (four years') professional/administrative officer level experience plus three to five years' experience in facility maintenance. DEQ (Department of Environment Quality) certification in Asbestos Management or ability to obtain certification within six months is required. Responsibilities: provide technical guidance, management and supervision or approximately 75 craftsmen for repairs of HVAC equipment, plumbing, electrical systems, control instrumentation, mainlenance procedures, preventive maintenance and asbestos abatement. Salary is commensurate with qualifications and experience. Anticipated hire date is July 1, 1992, "Pending Final Approvat." Application deadline is May 1, 1992. Submit letter of application and resumé to:

ASSISTANT PROFESSOR

(Environmental Management)

Assistant Professor of Environmental Planning and Management. Tenure-track academic year position, Fall, 1992. (Ph.D. In an environmental science Cocology, geoscience, marine science, etc. required) with emphasis on management decision-making using computer based techniques (e.g. GIS, modelling, remote sensing). Candidates will be expected to quality for appointment to the associate graduate faculty in an academic college. Dulies divided approximately 50% teaching, 50% research to include teaching undergraduate and graduate courses in environmental resource planning and management, direction of graduate students, procuring extramural funding for a research program and devekuping a research team. Appointment anticipated beginning August, 1992. Review of applications will begin May 1, 1992, and continue until position is filled. Send vita, a description of research and teaching interests, current letters from three references and official transcripts to:

Dr. Paul Ff. Templet, Chair Search Committee Institute for Environmental Studies Louisiana State University Baton Rouge, LA 70803

LSU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

CAPITAL UNIVERSITY **ADULT DEGREE PROGRAM - DAYTON CENTER**

Capital University's Adult Degree Program is well established in three Chic cities - Cleveland, Columbus and Dayton - and enrolls 1,000 students on trimosters. Full-time faculty teach university core and upper-level courses in their disciplines (2-3 per term); advise about 30 students; serve on local or statewide ADP committees.

For openings at the Dayton Center candidates should send cover letter, vitae with names and phone numbers of four references, copies of transcripts, and a 1-2 page statement of philosophy to: Search Committee
Capital University Dayton Center
40 West Fourth, Suite 2122
Dayton, Ohio 45402-1856

Screening will begin on April 20, 1992 and continue until the positions are filled.

Full-time Faculty - Humanities

This 12-month position begins August 10, 1992; salary is competitive, rank negotiable; there are 4 weeks of vacation. Qualifications for the position include:

coaltion include:

• Ph.D. in the humanities - history, roligion, philosophy, English
• atrong teaching skills in both traditional and alternative formats
• strong advising skills
• familiarity with assessment of experiential learning

Half-time Program Assistant This person will work closely with the Center Director and an Enrollment Specialist on recruiting, scademic administration, and relations with main compus. Opportunity to teach or to advise exists as well.

This 12-month position begins June 1, 1992. Qualifications include:

Master's degree
 Orientation to detail as well as to people
 Communication skills

KNOXVILLE COLLEGE 1992-93

Choral Director-Ph.D.pref: Asst. Prof. thead, Dept. of English and Communications—Ph.D. in English req.; Asst./Assoc. Prof. of Communications—Ph.D. in English req.; Asst./Assoc. Prof. of Communications—Ph.D. req.; leaching exp. desirable; Asst./Assoc. Prof. of Bus. Admin.—Ph.D. in Bus. or D.B.A., with marketing emph.; Asst./Assoc. Prof. of Biol. and Dept. Head—Ph.D. in Biol.; Asst./Assoc. Prof. of Math and Dept. Head—Ph.D. in Math. Date of Appointment; August 1992.

To annly Send faunt and and mathematical professional desirable professio

To apply: Send résumé, grad, and undergrad, transcripts, and three letters of recommendation to Dr. Evelyn R. Haliman, Dean of Academic Affairs, Knoxyllie College, 901 College Street, Knoxyllie, Tennessee

AAVEOR

Environmental Studies Public Interest Sci-ontist, The Environmental Studies Program is an interdisciplinary graduate program of-fering an M.S. degree to eighty (80) stu-dents. The Program seeks applications for a visiting sastisant professor, Pall 1992, Posi-tion could become templable after one year. Principal teaching duties are at graduate level, primarily seminars. Student advis-ing, directing professional paperatheses

JOHN WOOD COMMUNITY COLLEGE

John Wood Community College seeks experienced, energetic lacuity and administrators to teach, develop and expand the college's curriculum The College is a dynamic, comprehensive, public community college located in Quincy, Illinois, on the beautiful Mississippi River.

ADMINISTRATIVE POSITION

12-MONTH POSITION:

DIRECTOR OF DEVELOPMENTAL EDUCATION: Master's degree in edu-• DIRECTOR OF DEVELOPMENTAL BODGATION: Master's degree in education preferred, other master's degrees considered. Minimum of two years full-time administrative or teaching experience required. Community college experience preferred. Ability to instruct in one of the following three disciplines: math, reading, or language arts; coordinate developmental education program, including appropriate research. Start Date: 7/1/92. Salary/Benefits: Competitive. Application Process: Send letter of application, résume, and transcripts to: Mrs. Gerry Carter, Dean of Community Services, John Wood Community College. 150 S. 48th St., Quincy, IL 62301.

TENURE-TRACK FACULTY POSITIONS

12-MONTH POSITIONS:

• COORDINATOR OF HEALTH, PHYSICAL EDUCATION & RECREATION PROGRAMS: Master's degree in physical education with an emphasis is exercise physiology or human performance or fitness and health is preferred. exercise physicingly or numan performance or fitness and health is preferred. A master's degree in physical education with appropriate certificate from the American College of Sports Medicine will be considered, instruct lifelong fitness courses and coordinate health, physical education, and recreation program development. Start Date: 7/1/92.

• LANGUAGES AND LITERATURE INSTRUCTOR: Master's degree in Eng-Ish required. Ability to instruct full range of English courses, transfer and developmental. Special abilities in teaching writing preferred. Start Date: 711

9 MONTH POSITIONS:

 LANGUAGES AND LITERATURE INSTRUCTOR: Same as outlined above EXCEPT prefer qualifications also to teach Spanish. Start Date: 8/16/92. MATHEMATICS INSTRUCTOR: Master's degree in mathematics required.
 Ability to instruct full range of math courses, transfer and developmental.
 Start Date: 8/16/92.

Start Date: 8/10/92.

Requirements for Faculty Positions: Degrees as listed. Minimum of two years' full-time teaching experience required; community college experience preferred. Application Process: Send letter of application, résumé, and transcripts to: Dr. Veldon L. Law, Dean of Instruction, John Wood Community College, 150 S. 48th St., Quincy, IL 62301. Applications will be accepted until the positions are filled. Review of applications will begin April 24, 1992. JWCC is an equal opportunity, affirmative action employer and specifically invites and encourages applications from women and minorities.

Head, Information Technology Albert R. Mann Library

The Albert R. Mann Library is seeking an individual to manage the information Technology Section of the Library. Reporting to Jan Olsen, Director of Mann Library, this position manages the six full-time professional staff of the section.

six full-time professional staff of the section.

Responsibilities: Conduct and coordinate technology planning for Mann Library. Plan and oversee the technology budget for the library. Oversee and coordinate programs of technical support for staff computing and public-access computing. Initiate and coordinate the technical aspects of grant-funded projects involving the application of emerging information technologies to scholarly information storage and retrieval. Manage complex systems development and systems integration projects. Plan and conduct major hardware and suftware procurements. Represent the Information Technology Section within the Mann Administrative Council. Represent the library's technology-related projects and programs within various college and Cornell University Library forums. Act as on advocate for the innovative application of information technology within Mann Library, the Cornell University Library systems, and at the national level.

Requirements: B.A. or the equivalent. Advanced degree in com-

Requirements: B.A. or the equivalent. Advanced degree in computer science, library science, information science, or a related field deairable. Seven or more years of related experience, including programming or systems analysis work, with at least two years of technical management experience. Experience with UNIX systems, modern programming environments (C-language, object-oriented approaches, CASE technology, etc.), microcomputers, local area networks, and relational and textual databases desirable. Work experience in a library or information center environment desirable. Excellent interpersonal communications skills, including public presentations and proposal willing, essential.

plications are required by April 15, but will be accepted until position is filled. Apply to: Sam Weeks, Staffing Services, pl. T1203-G, 160 Day Hall, Cornell University, Ithaca, NY

ple, college transcripts, and teaching evaluations (if available) to: Search Committee, Royfonamental Studies Program, Renkin Hall, University of Montana, Missoula, Montana Séli? A review of applications will begin April 2, 1992, until position is filled. An EEO/AA cupiloyer.

Ethnic Studies: Prease see regular classified adventisement under English, Lewis-Clark State College.

Executive Assistant: Southern Arkansas University, Executive Assistant to the System President Qualifications: Master is severed and a member of the President Studies and sensitive to cheduling and deather will include sarving as a senior addent's Cabinet: developing a polications of the Recutive Assistant to the President Studies and sustant to the President Studies and sustant to the President Studies of the President Studies of the President Studies of the President Studies of the President Studies and sustant to the President Studies of the President Stud

BULLETIN BOARD: Positions available



WAYLAND ACADEMY Beaver Dam, WI

FACULTY AND ADMINISTRATIVE OPENINGS

Wayland Academy, founded in 1955 as a checharational branding school, selv to make the following appointments. The Academy enjoys surplus budgets is debt-free, holds a significant endowment, and maintains a combust state of a 25 million dollars, Seventy-nine percent of the faculty hold galuate degrees, twenty-live percent of its student hody is international, and 100 percent of its graduates altered colleges and universities. The Academy 100 percent of its graduates altered colleges and universities. The Academy 100 fermion ments of approximately 205 students. Compensation is very students.

practive.

DIRECTOR OF WARREN COTTAGE: The Director serves as the chief adminiigrator of a 96 field womens' dormitory. Preference will be given to candidate who have previous experione e-virth residential life and student personnal services. MA preferred: BA required.

INTERNATIONAL STUDENT ADVISOR: In addition to serving as the princi INTERNATIONAL STODER'S ASSISTANCE: In Autonomic serving as the principal intenational student advisor, the six cessital candidate must also have the ability towork in an ESL Proprian with these other staff members. An expand-dimensional caroliment drawn principally from Asia, Europe, and Central America has resulted in the establishment of this new positions. MA preferred;

VOCAL MUSIC: The Academy seeks a full-time you all music instructor to fividual lessons, as well as to direct the choir and other vocal provide individual le groups. BA required.

Other Responsibilities: As a bounding institution, Wayland seeks candidates who are interested in being involved with such activities as athletics, cocurricular and extra-curricular activities and residential life. letters of application and résumés should be sent to:

The Office of the President Wayland Academy 101 North University Avenue Beaver Dam, WI 53916-2253

Wayland Academy is an Equal Opportunity, Alltmative Action Employer.

Roberts Wesleyan College

iberalarts college with about 1,000 students. Business, Education, Nursing, and Music enroll the largest number of majors. An M.Ed. degree, approved in 1991, represents the first of several gaduate programs to be offered. Roberts Wesleyan is a member of the Christian College Coalition and the Association of Prec bodist Educational Institutions.

Academic Positions Open Fall 1992

- Assistant Dean of Students Master's degree and previous experience preferred.
- Business Administration Master's required; doc-
- Accounting-Master's preferred; C.P.A. required.
- Teacher Education—Dectorate and previous teaching
- Community Health Nursing—Master's required. Lecture and clinical. NLN Program. for information about these positions, and an applica-

tion form, write to: Office of the Provost, Roberts Wesleyan College 2301 Westside Drive, Rochester, NY 14624

Roberts Wesleyan College is an equal opportunity. Afternative action Employer

SENIOR STAFF COUNSELOR

#2-051 (Student Services Officer III). Requires doctorate degree in counseling children psychology (ABD) considered, knowledge of and expensace outlined psychology (ABD) considered, knowledge of and expensace with college student development issues; chighbility for licensure as a psychologist in State of North Dakota; previous expensive in individual, group chologist in State of North Dakota; previous expensive in individual, group chologist in State of North Dakota; previous diverse population; counselingtherapy with college student population in university selbon; counselingtherapy with college student population in university selbon; counselingtherapy with college student population in university selbon; counselingtherapy expensive with gradient students; previous proyan development experience; consultation and outpanizational development experience; and experience with career counseling and career decision experience; and experience with career counseling and career decision of studies primary professional interests, vita or resume, and three letters of reference. Send to: Personnel Services, University of North Oakota, P. O. 1988 8010, Grand Furks, ND 50202 SALARY, \$30,000-\$36,000. DEAD-UNE: May 29, 1992 or until filled

Equal Opportunity Employer, Attornative Action MANAGORIA DE PROPERTA DE LA PORTA DEL PORTA DE LA PORTA DEL PORTA DE LA PORTA DEL PORTA DE LA PORTA DEL PORTA DE LA PORTA DEL PORTA DE LA PORTA DEL PORTA DEL PORTA DE LA PORTA DE LA PORTA DEL PORTA DE LA PORTA DE LA PORTA DELA PORTA DEL PORTA DEL PORTA DELA PORTA DELA P

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University of Northern Colorado

SCHOOL OF MUSIC

Associate Director of Bands/ Assistant or Associate Professor of Music Education

Full-time tenure track position to begin Summer, 1992. Rank and salary consistent with experience and qualifications. Duties: Direct 170-member Pride of the Rockies Marching Band: conduct Concert or Symphonic Band and baskelball Pep Band and assist the Director of Bands; teach undergraduate music education courses; supervise student

Qualifications: Master's degree required with advanced work in music edu-cation for equivalent experience); successful secondary public schrol teach-ing experience; experience conducting wind ensemble; experience directing ing experience; experience teaching undergraduate music education courses; experience teaching secondary instrumental music methods; knowledge of public school instrumental music curriculum; experience supervising student teachers; evidence of ability to develop and maintain rapport with university colleagues and students, and public school administrators, teachers, and students; evidence of scholarly activity and service.

iors, teachers, and students; evidence of scholarly activity and service Application deadline: April 20, 1992 or until the position is filled. Screening of applicants will begin April 21. Submit letter of application, resume, tran-scripts, conducting repertoire, three letters of recommendation, a marching band videotape, and a high quality concert band audio tape. Please also indicate date of availability. Send all materials to: ELz Daugherty, Chair, Search and Screen Committee for Associate Band Director, School of Music. University of Northern Colorado, Greeley, CO 80639. For further infortusa-tion, call (303) 351-2309 or (303) 351-2679.

AA/EO Employe

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OWENSBORO COMMUNITY COLLEGE HENDERSON COMMUNITY COLLEGE University of Kentucky

ENGINEERING TECHNOLOGY PROGRAM COORDINATOR

Owenshoro Community Callege and Henderson Community College are announcing a regular, full-time faculty position in engineering technology. Responsibilities will include took bug electrical and/or mechanical engineering technology courses and administering the colleges' joint associate in applied science degree program. Minimum qualification is 85 in engineering; MS in engineering or related field is preferred.

ing; M5 in engineering or related field is preferred.

The position is available August 1, 1992. Applications will be accepted until April 17, 1992, or until position is tifled. To apply, send letter of application, vita, college transcripts, and three current letters of recommendation to Dr. vita, college transcripts, and three current letters of recommendation to Dr. Cary M. Green, Dean of Academic Affairs, Owensboro Community College, Cary M. Green, Dean of Academic Affairs, Owensboro, KY 42303 or Dr. David Brauer, Dean of Academic Affairs, Henderson Community College, 2660 South Green of Academic Affairs, Henderson Community College, 2660 South Green Street, Herkierson, KY 42420. OCC/HCC are equal opportunity employers.

R R R R NEW WIRE RESERVE WITH REPORT RESERVE AND RESER



MINORITY VITAE BANK

FSU, a constituent of the 11-member University of Maryland System, seeks vitae of minority persons who wish to be considered potential candidates for faculty and administrative staff positions. FSU, a comprehensive public university with enrollment of over 5,000, offers undergraduate degrees through the Schools of Arts and Humanities, Business, Education, and Natural and Social Sciences. Seven Master's degree programs are currently offered. Located in the beautiful mountains of Western Maryland and adjacent to many scenic and recreational areas. FSU is 150 miles west of both Washington. D.C. and Baltimore, MD, and 100 miles southeast of Pittsburgh, PA. Vitae of professionals wishing to be considered should be sent to Paneye S. Atkinson, Director, Office of Affirmative Action/Equal Employment. Opportunity. Prostburg State University, Prostburg, Maryland 21532, Vitae Bank applicants' voluntary identification of minority group status will enhance FSU's affirmative action efforts. AA/EEO.

Director of College Relations

Serve as chief communications/public relations officer and institutional spokespersum to the media and chief college publicate. Supervise small staff with free-lance designers, the media and chief college publications; develop communications surregies; implement the College marketing pain; support the work of College programs and offices ment the College marketing pain; support the work of College programs and offices of the support of the college marketing pain; support the work of College programs and offices of the communications shalls; finely-honed interpersonal halls, good judgment and discretion of the communications, media relations, too mith sensitive policy-level info; hordground in communications, media relations, too with sensitive policy-level info; hordground in communications, media relations, public affairs, or marketing; hardsharead degree with advanced degree preferred. Salation with the supervised super

EmpireStateCollege

tical Package for the Social Sciences for a yatematic analysis of evaluative data. Tribary, 8:00-5:00 clusterina/fistruction 20%. Research/De-Cleachina/fistruction 20%. Research/De-Cleachina/fistruction 20%. Research/De-Cleachina/fistruction 36%.) Requires velopment/Coordination 86%.) Requires colon; Ph.D. in Agricultural and Extension Education; Ph.D. dissertation in area of extension explosions of educational orientation of extension educations or educational orientation of extension educational orientation and the second colonial colonial and an extension explosional development of extension educations. Research/De-Cleachina/fistruction 86%.) Requires colonial development of extension educators. Monday-Friday, 8:00-5:00 clusters. Room 415, Detroit, Michigan, 40207. Reference Number 16192. Employer paid ad.

Francel Aldi The Office of Student Friday.

American Islamic College

FACULTY & ADMINISTRATIVE POSITIONS AVAILABLE FOR 1992-1993

Ano recardidation College is a four-year libered arts college. To need without you of downrown Checago overhead and like Michigan. He College is commuted to offering high quality nearriction meltic the only Michigan in an atomion, in the West that offers B A degree in Islamic and Arabic Studies. The College also offers Assortio of Arts elegies. Another in Islamic College is a non-profit, non-discriminatory, equal opportunity employer. The College recks to fill ever all studies and administrative positions for the 1992-94 acide mic vear beginning in August 1992. All of the positions forted at contingent upon adequate finding. The salaries are compensate annual and appeal upon qualifications. All positions are temporary, but likely to become permanent/temporarick. Application, along with a return and two letters of recommendation, should be sent to. Vice President, Alt., 640. W. Irvang Park Read, Chicago, B. 1964.

Dean of the College (one position)

Dean of the College (one position)

Must have at least an M.A. degree with a background in administration, business or education. At least two-three years of experts not in a superstroop administrative level position. Good written and oral communication and interpersonal shifts. Background in word processing and computer data lose system. Stall be responsible for administrative management and appears no for planning, implementing, maintaining, and evaluating the studious admission and rejection, faculty development, and staff administration is directed by the President.

Registrar/Director of Student Affairs (one position)

Must have at least an M.A. degree with background in undents services, business or education. At least two-three years, work experience, some of which should be in working with codlege students. Ability to work with students and staff. A background in word processing and computer skalls Should be able to provide exemplary administrative leadership in students recruitment, admissions, and retention.

Apprector of Library (one position)

Must have an MI S degree with two-three years' work experience in estaloging, acquisitions, and library management. Should have background in
word processing and computer data base system. Knowledge of Arabipreferred.

Instructor: English as a Second Language (one position) Master's degree in ESI required. Must have 2-1 years' teaching experience in ESI. Should be able to handle audio and video equipment and the language lab used in ESI, teaching.

Note: Part time aistractors in business, management, finance, accounting, economics, and journalism may also apply.



SWARTHMORE COLLEGE is seeking an experienced professional to take responsibility for all networking services for the College community of 2000 faculty, staff, and students. This position Involves primary responsibility for continuing development, installation, operation and maintenance of an ethernet-based campus wide network (100 nodes) and the associated LocalTalk local area networks (50 lans). The selected candidate will possess a minimum of 8 years experience in data networking. Knowledge of TCP/IP, Apple Talk and LocalTalk protocols, and UNIX operating system required. Knowledge or experience in voice communication is desirable. experience in voice communication is destrable.

We offer a salary commensurate with experience and an excellent benefit package. Please send resume with names, addresses and telephone numbers of three professional rences by April 20, 1992 to:

Associate Director, Office of Personnel Services

SWARTHMORE COLLEGE 500 College Avenue, Dept. CH Swarthmore, PA 19081-1397

Swarthmore College is an equal opportunity employer. Women and minority candidates are encouraged to apply.

LIBRARY

Duke University Divinity School seeks to appoint an Associate Librarian/
Reference Librarian. Position requires MLS from ALA-accredited program or its equivalent, post-baccalaureate degree in theology or religious
studies, reading knowledge of one or more languages beyond English
studies, reach or Spanish preferable), ability to work in team enviroument where services are expanding and application of new technologies
expected, working knowledge of interocomputers and primary on-line
and print bibliographic tools; effective communication skills, and demonstrated ability to work cooperatively. Preferred qualifications include
professional reference experience, collection development experience,
and reading knowledge of one or more biblical languages. Application processing knowledge of one or more biblical languages. Apputation and reading knowledge of one or more biblical languages. Apputation with resume and the names, addresses and telephone numbers of three with references should be sent to Mrs. Clara Godwin, Office of the Dean, The Divinity School, Duke University, Durham, North Carolina 27706. Duke University is an Affirmative Action, Equal Opportunity Employer.

tor. This is a full-time, administrative faculty position with benefits. Bachelor's required, Master's preferred in information Systems, Develops policie and procedures related to the system of Counselins. Extensive knowledge of auto-mated financial aid system required. Profescence will be given to applicants with wording knowledge of information System, FAM, and FARS software. Must have supervisory, organizational, bosic research and araptical stills. Minimum four years financial aid experience. Reports to the Director, Office of Student Financial Aid. Evaluates all federal regulations dealing with financial aid and ensures that delivery system meets compliance requirements. Working knowledge of the law and requision accounts in procedures related to the system Counsels all recipients. Develops policie and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system counsels and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system Counsels all recipients and procedures related to the system of Counsels and procedures related to the system of Counsels

THE UNIVERSITY OF TEXAS AT SAN ANTONIO Position Reopened DIRECTOR, OFFICE OF MINORITY AFFAIRS AND

Job Description
Primary function of the Office of Minority Affairs and International Students is to resist and coordinate efforts roward the recruitment, orientation, retention, and career placement of minority students and to provide leadership within the university community to address immority issues and bring a heighterned awareness to the multicultural diversity of the campus. The Director will work closely with all segments of the University, but especially those offices whose importes portainings are actioned support, a radenic advising, financial aid, recruitment, orientation, retention, student development, campus programming and career planning and placement. The Director will also supervise the Coordinator, International Students and Souly Alread Program.

INTERNATIONAL STUDENTS

Abroad Program. The Director of the Office of Minority Affairs and International Students reports to the Vice President for Student Affairs, and is responsible for the supervision of all activities, projects, personnel, budgets, and duties associated with the office, to include, but not be limited to, the following:

- Coordinate efforts which support the academic advisement, academic support services, orientation, retention, and career planning and place-
- era of minority students
- word of numerity students
 Work competatively with all offices to develop sensitivity across campus to the needs of minority students through education, counseling, programming and other means
 With assistance from other University offices and departments, provide resources and assistance to minority student groups on campus to ad in academic support, financial aid, student employment, recruitment and student development
 Drevelop and coordinate efforts with academic areas, services and programs a ross campus to serve the needs of minority students
 Supervise the activities and staff coordination for International Students and the study abroad clearinghouse to support the university strategies
- and the study abroad clearinghouse to support the university strategies toward a stronger international focus Provide University leadership for developing programs for inturerity
- Identify resources to further promote multicultural awareness and serve minority student needs such as the Title IV Extended Opportunity Grant or Student Support Services Grant or community support opportunity.
- Coordinate assessment of study skills of minority students
 Cominually evaluate and plan for needs of the Office of Minority Affairs and International Students through the University process

Qualifications

Minimum Requirements
The Director of the Office of Minority Affairs and International Students
inust have a minimum of a Master's degree in Student Development, Educainus, Psychology, or other related degree and have no less than two years of
related professional experience working with students in a multicultural
university setting. The Director intist have direct experience with a multicultural or minority program in higher education. The Director should
demonstate an understanding of and successful experience in working with
minority college students and have prior supervisory experience. The Director should be able to demonstrate strong verbal and written communication
and interpressional skulls.

Preferred Requirements Spanish/English Bilingual.

Salary and Starting Data Salary competitive based on education and experience. Starting date can be as soon as July 15, 1992.

To Apply Send letter of application, vita, and the manies and phone numbers of three references to Dr. Bobbie Hernandez, Vice President for Student Affairs, 6900 North Loop West, The University of Texas at San Antonio, San Antonio, Texas 78249-0602, by May 25, 1992. Women and minorities are

UTSA is an Equal Opportunity, Afternative Action Entployer. Women and minorities are encouraged to apply.

New York University

DIRECTOR OF DEVELOPMENT School of Social Work - Gallatin Division

NYU's Development Office seeks immediate nominations and applications for the Director of Development for the School of Social Work and the Gallatin Division. The Director of Development reports to the Deans of the schools and to the Director of University Development. He she is responsible for the direction of all development efforts, identification and solicitation of major ailt prospects and the development of foundation and corporate proposals.

Candidates should have 1-3 years experience in fundraising. Excellent writing and communication skills are essential. A Bachelor's Degree (or equivalent) is required. An advanced degree and higher education fundraising experience are preferred.

NYU offers excellent benefits including FREE NYU Tuition for selfand dependents, health, life insurance, retirement and dental plans. Letters of application should be sent to: NYU Devolopment Office, 25 West Fourth Street, 4th Floor, New York, NY 10012, Attn: Laurn Tretter, NYU encourages applications from women and members of minority groups.

infinancial Aid: Director of Financial Aid.
Figure and the administration of cambus College. All application Form and results and programs including interpolated on of regulations, awarding philosophysical advice to students and parents, determined and advice to students and parents, determined and systems (DANNER, PELL-MATE, BFAN) desired. Requires backgrid regions and systems (DANNER, PELL-MATE, BFAN) desired. Requires backgrid regions and current resume less programs. ANGOR.

Histories Sciences in the Wildille Fisheries Biological Sciences in the Wildille Fisheries Sciences in the Wildille Fisheries Science program will begin fays 1, 1992 and will continue to the until a suitable candidate is hired. AA/
CEO Employer.

Witness Reputed Technology: Instructor Coordinate Reputed Commitment to the second of the administration of cambox College. All applications from and require the form and results of the cost of the c

Hiberies Science: Fisheries Biologist, Assistant or Associate Professor of Biological Sciences in the Wildlife Fisheries Science program will begin September 1, 1992, teaching courses in fisheries/round management, Immology, ichihyology, and share responsibility for teaching introductory biology and participatins in a planned interdiscipilinary Ph.D. program in computer modeling. A balanced commitment to teaching, armduste research, gramismanship, and publication is expected, Ph.D. in Fisheries Science or related field is re-

NOTICE OF VACANCY DIRECTOR OF THE DIVISION OF MUSIC **UNIVERSITY OF TEXAS** AT SAN ANTONIO

POSITION: The University of Texas at 5an Antoniu seeks a qualified person to serve as forector of the Orivision of Music. The University seeks dynamic and creative leadership from a division director who will assist the faculty and administration in developing ellance in both undergraduate and graduate music degree programs

RESPONSIBILITIES: The Director or the Division of Music reports to the Dean of the Coolings of Fine Arts and Humannies and has broad responsibilities for all matters pertaining to the music faculty, the music curriculum, music facilities and equipment, music fund raising, and music budgets, theshe represents the music division to the university and for the community, in addition to administrative responsibilities, the director will such be music controller.

reach one course per kensever.

QUALFICATIONS: The Director must demonstrate intellectual vision and the skill and sign for implement divisional goals. The successful candidate must have an earned declarate in music, an autistanding second of teaching and scholarship sufficient for the rank of tenured full protessor, demonstrated disciplinary or professional leadership, and a unlimitum of tree years' experience as the head of a music unit chalmun, director, dean, or head of a division, department, or school of music). Success in faculty recruitment and presonned management, music curriculum development, and budgeting must be demonstrated. Experience in leading a music unit through a successful NASM evaluation is desirable. Preference will be given to the candidate whose teaching expertise is in an area which matches the division's needs, such as popular/commercial music or theory/composition.

APPLICATION INFORMATION: This position has a starting date no later than September 1, 1992. Solary is commensurate with qualitic attents and experience. Applications must be received by April 15, 1992, Persons who possess the qualifications outlined above slimint sens a letter of interest, resume, and the names, addresses and telephone numbers

Dr. Donald A. Hodges, Chair Division of Music University of Texas at San Antonio 6200 Nordi Loop 1604 West San Antonio, TX 76249-0601

The University of Texas at San Antonio is an Allimative Action, Equal Opportunity Employer, Minorities and women are specifically encouraged to apply.

PACIFIC UNIVERSITY

Director of Carper Services: Pacific University is seeking a dynamic. self-motivated inclividual for an anticipated position as Director of Career Services beginning with the 1992-1993 scadenic year. This is an opportunity to establish a comprehensive program primarily for undergraduate students in our college of Arts and Sciences. Strong program planning, counseling, and job sends skills essential, as is the ability to work effectively with a dedicated faculty. Developing relationships with potential employers will be a major responsibility as well. A Plaster's degree is preferred, but experience may be substituted in these well. A Plaster's degree to apply, send a tetter of interest, a réasumé, and the names of three references by April 18, tor Neg O'Harra, Dean of Students, Pacific University, Procest Grove, Oregon 97116.

Resident Directors Professional, full-time, 12-month position. Responsible for advancing comprehensive student development program with 150-300 residents plus additional program responsibilities. Bachelor's degree required. Master's preferred. Competitive salary plus room and board and full benefits package. Will interview at Western Placement Exchange on April 9 & 10 or secul résumé and names, addresses, and telephone numbers of three references by April 18, 1092 to Eric Gronsetti, Resident Director Search Committee, Pacific University, Forcest Grove, Oregon 97116.

Presse call ingrid Unterseher at (503) 559-2212 to request description for either of the above job descriptions.

Pacific is a small, selective University with a College of Aris and Sciences, and graduate programs in the health professions. The undergraduate college is distinguished by close mentoring relationships between students and faculty, and an active campus community. Located in Torest Grove, Oregon, Pacific is a short drive to the Oregon coast, the Cascade Mountains, and the nearby city of Yortland. Pacific University is an Equal Opportunity, Afilmative Action Employer.

WAKE FOREST UNIVERSITY Office of Residence Life and Housing

Professional Hall Director—Direct a retidence hall or complex of several residential, theme, and special interest units housing 250-300 student. Responsibilities include supervising 10-12 Resident Advisers, coordinating programming efforts, advising the House Council, oversieting the maintenance and upsteep of buildings, and counseling students, in addition half of his/her duties will be in the area of general housing administration, including officempus housing coordination, departmental research, summer conferences or summer school housing, leadership training and departmental programming. Bachabot's required, master's preferred Previous residence half experience required. Salary \$13,000-\$16,000 (washer months, one or two bedroom university apartment with utilities; small med plan, university benefits. Position begins no later than July 1, 1992. Application deadline April 22, 1992. Send letter of application, resume and a list of three references to Connie I. Camon, Associate Director of Residence Life and Housing, P. O Box 7749, Wake Forest University, Winston-Selem, NC 27109.

quired. Applications will be reviewed beginthing on April 15, 1992. Submit a coverteter outlinus traching non research latereast-gools. Copies of recent publications
and names, addresses, and talephone numbars of three references to: Dr. Howard
fluin, Department of Biological Sciences,
Louistana Tech University Ruston, Louisluin 71272; (138) 257-4573. Louislans
Tech University is an Equal Opportunity,
Affirmative Action Employer.

Foreign Languagea: Language Lab pius German and/or Spanish. Pull-lime, one year nan-tennue track appointment, postic renewal up to three years, beganning August, 1992. Appropriate training and experience to direct the language laboratory (audio, video, computer) and teach two-three sections of German and/or Spanish language regrescenter. Strong commitment to undorgraduate official and student service. Applications accepted until the position is filled. AARO employer. Women and minorities encouraged to apply. Send letter and résumd to Dr. Daniel A. MacLeay, Chair, Department of Foreign Languages, Southeast Missouri State University. Cape Girardeau, Missouri 53/01-4793.

Geography: Wichita State University, Wichita, Kansas 67208, Tenure-digible position or Assistant Professor beginding August 1992, Ph.D. required. Teaching experience and a record of publication desired. Cultural-historical geographer with the ability to teach and intermite courses with the History Department, Standard course including human and world scorapby, and

German: Concordia College's (Moorhead) Institute for German Studies in Berridii

ment; Art History; direct Gallery Program. Include letter of application; curriculum vitae with exhibition record; unofficial transcripts of undergraduate and graduate work; tea slides of own work, slides of student works ames, addresses, telephone numbers of three professional references. Send to: Arthur C. Prick, Chair, Department of Art, Wartburg College, 222 Ninth Street, NW, Waverly, towa 50677. AA/EOE. Graphic Designa/Auseum Administration:
Graphic Designa/Auseum Administration:
(Search extended), Graphic Designar/Galiery Director. Assistant Professor: Tenure
track. Salary and benefits competitive.
Start late August. 1992. Screening in proarets; poen until filled. Required: MFA or
equivalent; professional experience at colless/university level; computer graphics
axperties; pallory management skills; ability to develop graphic arts and gallery programs; sympaths with aims of Clufation libard arts college. Preferred: Art history;
willinguess to teach someral education
courses. Responsibilities: teach Layout
Design; Computer Oraphic Design; Photography; Gallery Techniques-Mamage-Graphic Design / Printmaking: Assistant Professor of Art, tenure track, starting August 25, 1992. MFA required. A minimum of two years' college or university level teaching experience required. Credit will be alven for relevant cultural and volunteer experiences. Teach graphic design, printmaking, drawing and printing courses, Maintain the printmaking studio. Send letter of interest, three letters of recommendation, vita, and atides of own and student

DIRECTOR OF UNDERGRADUATE ADMISSIONS

The Wichita State University invites applications or nominations for the position of Director of Undergraduate Admissions. The Director reports to the Associate Vice President for Academic Affairs and has responsibility for administering all activities, personnel, management information systems, and budgets involved in the recruitment and admissions of undergraduate students in an urban university with more than 15,000 students where more than 50 percent are nontraditional age and more than 50 percent are part-time. Statting in the Undergraduate Admissions office includes 17 tull-time professional and support staff.

Qualifications: A master's degree minimum with

- demonstrated and documented success in: planning and implementing admissions marketing strategies in a four-year academic institution.
- communication and interpersonal interaction with diverse constituencies such as faculty, traditional and nontraditional students, high school administrators and counselors, deans, alumnic
- management:
- planning and monitoring of budgets: staff selection, staff development, and team building;
- developing and monitoring computerized management information systems.

A letter of application, curriculum vita, and the names, addresses, and phone numbers of three references who can attest to the applicant's success in the above stated qualifications or nominations of individuals for the position should be sent to:

Dr. Martha Shawver Acting Associate Vice President for Academic Affairs The Wichita State University 1845 Fairmount

Wichita, KS 67208-1595

Deadline for applications: April 15, 1992, or the tirst of each month thereafter until the position is filled. Salary range is for a twelve month contract with standard benefits. The position is available July 1, 1992.



The Wichita State University An equal opportunity/Affirmative Action Limployee

BROOKLYN LAW SCHOOL ASSOCIATE LIBRARIAN FOR TECHNICAL SERVICES

The Library is seeking qualified applicants for the position of Associate Librarian for Technical Services. The position catis for a strong service-outsated individual who recognizes the significant role of technical services throughout all aspects of law library operations.

Responsibilities include the administration and management of the cataloging socialistions, and serials functions of the Law Library, including library automation, preservation, processing and binding operations. This individual will be particularly solitive in the reorganization of the library's collection and operations in the new library facility targeted for completion in the Fati of 1993. The position involves the supervision of 4 professional librariens and 6 support staff, as well as extensive interaction with members of the other library departments. The individual reports to the Law Librarian and works with the Associate Librarian for Public Services to coordinate all library operations and activities.

Qualifications: ALA-eccredited MLS degree; J D. preferred. Demonstrated supervi-sory experience in Tachnical Services, preferably in academic faw libraries. Thor-ough knowledge of OCLC and the INNOVACONINOPAC systems necessary. Salary is competitive, commonsurate with qualifications and experience; excellent fringe hearship regulated.

Brooklyn Law School, a private, independent institution, is one of the largest law schools nationally. The school is located in historic Brooklyn Heights, just across the river from Well Street and lower Manhetten.

Applications: Position avaitable June 15, 1992 Interested candidates should submit a letter of application, résumé, and three professional references with addresses and telephone numbers to:

Brocklyn Law School is an equal opportunity employer.

in Strole of Health Sciences and Huwhose Administration in Inaca Colas School of Health Sciences and Huwhose Administration, learner of Health
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as Professor. The School of Health Scidies tech candidates for a one-year,
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finessor administration. This position is
determined to particulate the services of the professor begiven ourses, introductory geromdies courses and related electives. In adtions and condidates for this one year positions and condidate for this one year positions of condidates will be required to particulate and condidate for this one year positions and the professor of the position of

^{Byslem}s required.

CA 92093. AAVÉOE.

apply.

History: European Third World tenure track assistant or associate professor beginning in August 1992. Ph D. with a strong background in European and third World History. Possible courses: History of the Modern World. 20th Century Europe, Russan History, History of Chua, Humanhier based course on non-western and Third World countries, Politics and Western Societies, and Politics in non-western societies, and Politics in non-western societies, and Politics in non-western societies, and rank commenturate with experience. Send letter of application, curniculum viac, transcripts, and at least three references to Dr. Jim Goulding. Vice President for Academic Affairs. MacMurray College, 44 East College, Jacksonville, Human 67450; Phone (217) 419-7016. Deadline is April 10. AA/EUE.

RIJLLETIN BOARD: Positions available

Drexel University

Advanced Manufacturing Center Director

using courses in the Recurrence of Engineering, should hold a doctor-feducator, who reports to the Dean of Engineering, should hold a doctor-re and must qualify for a tenured professorship in one of the five depart-mens with the College of Engineering. Experience in the broad field of manufacturing is highly desirable. An accomplished record of multidisciplin-ay contact research funding is considered a delimite advantage since the

rector is expected to organize such efforts with ongineering and science

the principal activity of the director will be managing and development of become through large industry/university colfaborative projects. However, the dector may also carry out some leaching and individual research, feelent leadership, communication and managerial skills are therefore needla. The director must be able to work effectively will diverse external managerial special as university to discontinuous steps.

les as well as university faculty, administrators and deve

mal University is Philadelphia's second largest private institution of higher

Deal University is Philadelphia's second largest private institution of higher laming and has earned broad recognition for its strengths in technology, seeke and the development of an indeptated engineering curriculum. The College of Engineering is composed of live departments: Chemical Engineering, Civil and Architectural Ingineering. Electricat and Computer Engineering, Materials Engineering, and Mechanics. The College also includes three multidisciplinary institutes: Biomedical Engineering and Science, Environmental Studies, and Costevillor Research Institutes. The University is strategically focated in the Delawier Walley, a major Northeast industrial corridor between New York and Washington, D.C. The College of Engineering has a strong commitment to interdisciplinary research and has recently completed the construction of a Center for Automated Technology, which will house the Advanced Manufacturing Center as well as the Department of Chemical Engineering.

Oreel University is strongly commuted to afformative action. We encourage applications from veterans, the disabled, women and minority groups, Review of applications will begin May 18th, 1992. Applications received by

Rease direct nominations and applications including the names and address

Dr. Ihad L. Karnel

Dr. maa 1 - Kartel LeBow Engineering Center-Rriom 344 Cullege of Engineering Drevel University Philadelphia, PA 19104

MANAGER OF

ACADEMIC RESOURCES

University of California, San Diego

The successful candidate will assist the Bookstore

electronic databases for custom publishing; croate markeling programs and share in senior manage-

Qualifications include experience in collegiate pub-

ishing, knowledge of an academic environment, the

Bookslore and its functions as an academic support

knowledge of marketing techniques and microcom-Puter hardware and software for implementing new

Salary range: \$37,800-\$56,700. Applications must

felerence Job #100315-S and be received by 5/6/92. Full details available in Employment

Office. Apply to: UCSD Personnel Dept. 0922,

10280 N. Torrey Pines Rd., Ste. 266, La Jolla,

unit. Excellent supervisory/management skills,

Director in research, planning, development and

implementation of a custom publishing program using traditional and electronic sources; develop

UCSD Bookstore

hat time will be given first consideration

es of three references to:

STUDENT LOANS

Orcel University is seeking a director for a newly established manufacturing center. This center is envisioned as a university/industry research effort which as strong potential for state support. The center will perform research and advanced engineering in the broad field of manufacturing technology shich may include automation, sensors, robotics, CIM and new methods for natifials processing and control. The center may also have a future education component which supervises undergrachate, graduate and industrial traing courses in the general area of manufacturing. Vanderbilt University invites ap-plications for the position of Man-ager, Student Loans. The Man-ager is responsible for directing and managing the billing and collection of Student Loans Re-caivable for the University. This individual provides leadership in establishing policies and proce-dures which result in prompt col-lection of student loans.

Applicants should have 2-3 years collections and receivables experience, including accounting background and experience with background and experience with automated systems and PC's Proven oral and written communication skills and demonstrated ability to interact effectively with others. A Bachelor's Degree in Business Administration or Accounting required Knowledge of Tederal loan programs is desirable. Send resume to: Vanderblit University, Recruitment and Staffing, Box 7700, Station B, Nashville, TN 37235, Atm.: Manager, Student Loans Recruiter. Recruiter.

Nursing Program Coordinator

Full-lime tenure track faculty posi-tion at Tacuma Community Col-lege located in the Puget Sound region of Washington State. Re-quires MSN & 5 years' exp. teach-ing in ADN program. Guaranteed consideration date: April 30, 1891 For John and content 1992, For Inb. and appl., contact IIR Dept., Tacoma Community College, 5900 S. 12th St., Tacoma. WA 98465; 206-566-5014. Minorities encouraged to apply. EOE/AA.

DEPAUL UNIVERSITY

ASSISTANT DIRECTOR SPONSORED PROGRAMS AND RESEARCH

Applications are requested for the position of Assistant Director in the Office of Sponsored Programs and Research, DePaul University is a private, comprehensive urban institution of 16,600 students on two major campuses in downtown Chicago, (Loop) and a near north side residential area (Lincoln Park). Its schools and colleges include Liberal Arts and Sciences, Commerce, Law, Music, Theatre, the School for New Learning, and a professional program in Education. The institution's long-range plans anticipate further growth in the next five years to an enrollment of 18,000 students. Graduate programs nelude 53 master's fields and 3 doctoral programs, in computer sciences, philosophy and psychology. DePaul is a dynamic, innovative institution, with a growing volume of external grants, reaching \$4 million in 1990-91.

Primary responsibilities of the Assistant Director include working with faculty members and administrators to develop external grant applications and budgets, and identifying and publicizing sources of funding. The Assistant Director will also assure compliance with agency guidelines and federal laws relating to funded projects. Additional responsibilities include presenting grant-related workshops, preparing reports, analyzing grant data, and assisting faculty and administrators to develop proposals for internal

Requirements for the position include an advanced degree, knowledge of federal and other grant agencies, faculty experience or experience with funded projects, and excellent oral and written communication skills. Knowledge of computer databases is also desirable.

The 12 month position is located at the downtown campus, but the Assistant Director will work with faculty from both campuses and from a wide variety of disciplines. Salary is competitive and benefits include medical and dental insurance, free tuition, pension, and four weeks of vacation.

The position is available on July 1, 1992. Review of applications will begin on April 15 and continue until the position is filled. Interested applicants should send a letter of application and a resume to:

> Dr. Marjorie P. Piechowski, Director Office of Sponsored Programs and Research DePaul University 243 South Wabash Avenue Chicago, IL 60604

DEPAUL UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION.

DIRECTOR OF PROSPECT MANAGEMENT AND RESEARCH **CLAREMONT UNIVERSITY CENTER**

GRADUATE SCHOOL

The Claremont University Center and Graduate School, a member of The Claremont Colleges, is seeking a Director of Prospect Management and Research to Join Its development staff. The position is responsible for supporting the work of development offi-cers by managing a comprehensive program of donor identification, rat-ing, and strategy, and managing and coordinating the solicitation process. This position and assigned staff are responsible for donor research and the management of the office's data base, gift records and computer system. The position is a member of the senior development team and requires a BA with 5 or more years' experience using high level skills in data manage-ment, prospect research and development.

Submit résumé to: The Claremont Colleges, 150 E. 8th Street, Claremont, CA 91711; (714) 621-8048. EOE/AA M/F

dergraduate education essential. Preference for candidates with a Ph.D., demonstrated teaching excellence at the college level, and additional expertise in non-vest-ern history. Send candiculum vitae, succepts and three letters of recommendation by Aprit 24, 1992, to Dr. Robert B. Casalzberry. Chair. Division of Humanities, Social Sciences and Education, University of South Carolina-Sumer, 200 Miller Road, Supter, South Carolina 511, 1915-2498. Foreign nationals should indicate current U.S. immigration status. An Affirmative Action, immigration status.

Equal Opportunity Engineers:

History: Assistant professor, tenure-track position for 17 August 1992. Duties include teaching American History survey course required in seneral/liberal suddes for all students: occasionally majorimizer advanced courses according to appointer's quasifications and department needs. Ph.D. in history with successful full-time, colleged teaching experience required. Evidence of scholarly productively highly desired. Sead application letter, résumé, transcripts (copies accepted), and three current letters of recommendation to Dr. Harmon Mothershead, Chair, Department of History-Humanitles. Re: History Position 952708, Nonthwest Missouri State University, Maryulle, Missouri State University and Position of Missouri Position of Maryulle, Missouri State University, Maryulle, Missouri State University of Southern Indi-

submit letter of application, curriculum vi-tae, and names of three professional refer-ences by April 16, 1992 to Dr. Donatd Pizer, Chair, History Department, Univer-sity of Southern Indiana, 8600 University Roulevard, Evanyelle, Indiana 47112. AA/

Application deedline June 1, 1992. Dr.
Lewis House, History Department, Southera Connecticut State University, New Haven, Connecticut 0515. AAZOE, Women
and Minorities encouraged to apply.

May J. B.
May J. B.
May J. B.

University of Wisconsin-Platteville **ALUMNI PROGRAM MANAGER**

The Alumni Program Manager directs, leads, and manages the university's alumni relations program. Responsibilities include maintaining regular contact with approximately 30,000 alumni through established publications; planning and implementing alumni activities and programs, on and off campus; serving as Batson to the alumni association and its constituent chapters; working with other university organizational units in matters pertaining to alumni affairs; and assetting with the development program. Minimum qualifications include a bachelor's degree in an appropriate discipline with a minimum of three years of successful experience in alumni/development or an allied field; skills in program planning and delivery, public speaking, writing, office administration, volunteer management, and personal computers.

This is a 12-month academic staff position; salary commensurate with qualifications and experience. The position is available July 1, 1992. Deadline for receipt of applications is Friday, April 24, 1992. An alphabetical list of all nominess and applicants, without differentiation, may be released following the closing date. Send letter of application, resume, transcripts, and a listing of 3 references to:

University of Wisconsin-Platteville Alumni Program Menager Search & Screen 414 Kerrmann Libbary One University Plaza Platteville, WI 53818-3099

LIW-Platieville is an Affirmative Action, Equal Opportunity Employer. Women and minority group members are aspecially encouraged to apply. Founded in 1866, the University of Wisconsin-Platieville encolls 5,000 students in primarily undergreduate programs leading to degrees in agriculture, engineering, education, the arts and sciences; and business, industry and communications. The campus is located in scanic southwest Wisconsin's largest and most historic community. The university is home to the Wisconsin Shakespoare Festivel and is recognized as a cultural and educational center for the til-state region of lours, illinois, and Wisconsin.

71299-0360, no leter than Annii 27. AA/
EOE.

71290-0360, no leter of replication, vita and three letters of reference by April 14.

1992 to Dr. Lecard M. Call Director.

81992 to Dr.

Southwestern

University

AT GEORGETOWN, TEXAS

Assistant Director of Residence Life/

Resident Director

The Office for Interdisciplinary Earth Studies (OIES) was stablished by the University Corporation for Atmospheric Research (UCAR) in 1986 to represent all disciplines that study the earth as an interconnected system. The office is a program-driven activity designed to serve the needs of the U S Global Change Research Program (USGCRP) and the International Geosphere Biosphere Programme (IGBP) through advocacy, the dissemination of information and the definition and Instigation of scientific research.

OIES initiates new planning endeavors to define and implement the research programs described above and works with top-level administrators in NASA, NOAA, NSF, DOE, EPA, and USGS and the National Academy of Sciences (NAS) to define and implement activities within these agencles that support the USGCRP. OIES works internationally with the Secretariat of the ICBP in performing similar functions for the ICBP.

UCAR is seeking a highly qualified professional with broad experience and exportise in the earth, biological or appropriate social sciences to lead the OIES program. The DIES Director will fester and promote the goals of the broad global change research program. Salary will depend upon mallfications and experience.

The President of UCAR wishes to appoint the OIES Director in the summer of 1992. Applications should include letter of interest, curriculum vitae and list of publications. Please address them to Chairman, OIES Search Committee, clo UCAR Human Resources, Attn: Anna Reyna-Arcos, University Corporation for Atmospheric Research, P.O. Box 3000, Boulder, CO 80307. Applications for this position nust be received by May 29, 1992. Please refer to Job #1561

UCAR has a strong commitment to the principle of diversity in all areas. In that spirit, we are interested in receiving applications from a broad spectrum of people, including vomen, minorities, and disabled individuals.

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University Corporation for Atmospheric Research



VIRGINIA COMMONWEALTH UNIVERSITY

Assistant Director of Financial Aid Counseling Services

The Assistant Director is responsible for the daily operations of the Academic Campus Financial Aid Counseling Center. Responsibilities include the counseling of students and problem resolution, supervision of counseling services and four (4) full-time professional counselors, coordination of outreach activities and VCU departmental indisons, application review, need analysis and manual awarding, development and implementation of office procedures, policy and procedure recommendations, and serves as a member of departmental management team.

Qualifications: Master's degree required in student personnel or related field. A background reflecting a sensitivity to student concerns and needs, thorough knowledge of financial aid issues and regulations, supervisory experience, proficiency with on-line financial aid systems, and demonstrated written, oral, and interpersonal communication skills are desired. A minimum of two years of current financial aid experience in a professional level position is preferred.

Salary range: \$25,000 to \$27,000 (anticipated). Applications must be received by May 9, 1992. A letter of interest, resume and the names, addresses and telephone numbers of three references must be submitted to:

Ms. Joyce A. Wildes Financial Aid Search Committee Virginia Commonwealth University 901 W. Franklin Street, Box 3026 Richmond, VA 23284-3026

VCU is an Equal Opportunity, Affirmative Action Employer
Women and minorities are encouraged to apply.

International Education / Administration: Teaching / Administrative Opportunities Overscasi For the descriptive brochure send self-addressed, atamped envelope: Friends of World Teaching, Box 1049, San Diego, Childrenis 92112-1049.

Diego, Chiliurala 92/12-1049.

International Relations/Caribbean Studies:
Colgate University. The Denorment of Political Science and the Africana-Laila
American Studies Program (ALASP) iolatity seek an Assistant Professor in the field of
international Relations, prierrational Law
and Caribbean Studies. We seek an Individunit with strong teaching and research skills
who can teach as fil lovels of the undergraduate Political Science major, and is the
areas of Caribbean Geopolitics and international Relations for Comparative Politics/Foreign Policy. The person appointed
may also have the respossibility of coordinating a minor conceanation within the
ALASP. Salary is highly competitive;
seaching load is five courses per year, divided between Political Science and
ALASP, Ph. D. in heast strongly preferred.
Colgate University is an Equal Opportunity, Affirmative Action employer. Applica-

tions from female and minority candidates are precifically invited. Candidates should send a curriculum vilag, at least three letters of recommendation, any available teaching evaluations, and sample of written work by Mny 1, 1992 to: Professor Michinel Johnston, Chair, Department of Political Science, Colgate University, Hamilton, New York 13346.

con, year first 13340.

Journalism/Photolournalism: University of Misswari-Cohumbia, Assistant or Associate Professor (full-time, professional or tenure track) beginning Fall 1992 to tesuch in the School of Journalism's photolournalism sequence. Significant media experience plus Master's degree required, Ph.D. sor ABDs also encouraged to apply. Pravious coolies tenething holpful, Affirmative action, equal opportunity employer. Woman and infantites encouraged to apply, Armication screening begins Antil 13, 1992, confiness stoll position is filled. Send cover letter, curriculum vitue and fits of three references to Dr. Zoc Smith, Chair, Photolournalism, Box 388, University of Misswari-Cohumbia, Columbia, Misswari 65205. An equal opportunity institution.



STUDENT OMBUDSPERSON/ ASSISTANT TO VICE PRESIDENT FOR STUDENT AFFAIRS

Ball State University Muncie, Indiana

Ball State University Invites nominations and applications for the non-tenare-track position of Student Unbulgarean/Assistant to Vice President for Student Affairs. Responsibilities: Investigates student-initiated convertes regarding existing policies and procedures or actions; oversees the student withdrawal process including policy and procedure interpretation, and makes final decision regarding effective withdrawal date; administers three emergency funds established to assist needy students; coordinates staff development programs for all Student Affairs etail. Master's degree required, doctorale preferred. Minimum of five years experience in college or university leaching and/or administration. Ball State University is an institution of over 20,000 students located approximately 50 miles northeast of Indianapolis. Please send letter of application, résumé, and unmes, additossers, and telephone numbers of three references in Douglas McConkey, Vice President for Student Affairs, Administration Building 203, Ball State University, Muncie, Indiana 47306, Review of applications will begin immediately and continue until the position is filled.

Hall State University is an Equal Opportunity. Affirmative Action Employer and is strongly and actively committed to diversity within its community.

ADMISSIONS REPRESENTATIVE Wesleyan College

Wesleyan College, the nation's oldest college chartered to grant degrees to women, invites applications for two Admissions Representative positions. Wesleyan, a selective, private, four-year residential college, is located in the suburbs of Macon. Georgia, a city of approximately 150,000, about 90 miles south of Atlanta. Wesleyan enjoys a reputation for excellence which has been earned through its 155 years of service. It remains committed to the mission of providing a strong liberal arts education in an environment supportive of

Responsibilities: Representing the College at varied functions; initiating and maintaining contact with students, parents and high school counselors; maintaining contact with Wesleyan Alumnae Admissions Representatives; interviewing and evaluating applicants; coordinating programs in assigned areas and on campus. Extensive travel required.

Qualifications: Bachelor's Degree required. A demonstrated ability to plan and coordinate a schedule of varied activities. Candidate must possess excelent communication and organizational skills. Fluency in Spanish preferred for

Application Deadline: May 15, 1992.

Positions Available: July 1, 1992. Salary: Negotiable, based on qualifications and experience. Selection Procedure: Applicants should send application letter, resume, and

E. Norman Jones Dean of Admissions Wesleyan College 4760 Forsyth Road Macon, Georgia 31297

University of Wisconsin-La Crosse

(<u>ការពេក្យាយក្រុមប្រជាជាការបានប្រជាជាក្រុមប្រជាជាក្រុមប្រជាជាក</u>្រុ

USER SERVICES COORDINATOR

Academic Computer Services

Coordinate User Services activities, consulting, documentation, operation of information center, and software licensing and distribution. Academic Computing Services supports networked 1BM-compatible micro labs and computer-based classrooms, a MicroVax cluster, and an Ethernet-based campus network. Full-time probationary position leading to indefinite appointment. Begin ASAP after May 15, 1092, Requires backelor's degree in appropriate field; master's strongly preferred. Experience in academic computing, user services, PC/DOS, Vax/VMS, statistical software highly destrable. Unix experience also destrable. Sond resume, transcript, and three letters of recommendation to John L. Beck, Director, Academic Computing Services, University of Wisconsin-La Crosse, La Crosse, WI 34501. Materials must be received by May 15. Alphabetical list of applicants and nominees, without differentiation, may be released after deadline.

Women, minorities encouraged to apply.

ANEOE.

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Landscape Architecture at Bail State University is seeking applicants for a full-time, nice-grount, academic year contract position for 1992-93. Position may continue on a contract basis or may be converted to tenure-tracts in 1993-94. Salary and cark are commensurate with qualifications and experience. Position may be filled at Assistant, Associate or Full Professor level, Teaching responsibilities will include courses in both the understandant (BLA-12d) + students) and graduate (MLA-13 students) forgrams with primary contributions in one or both of the following areas: 1) design studies: 2) technical courses with emphasis on integration of design and construction processes. Significant professional and/or agadamic practice in landscape architecture; multi-cultural and/or gender issues in landscape architecture; imiti-cultural and/or ex-

perilas in urban design is desirable. An Mi.A., or accredited Bl.A with advanced degree in a related field, is required. Applicants shall demonstrate teaching carebillity. In addition, candidates shall be expected to pursue a clearly defaned focus of professional and/or scholarly pursuit which helps sustain atrong commitment to land-scape architecture education. Such professional and/or scholarly work may include interdisciplinary research, scholarly and creative work and limited professional practice activities which are encouraged in the multi-disciplinary testing of the College of Architecture and Planning. Please send letter of interest, resumé and names, advires and telephone unsbers of these references to: Faculty Search Committee, Department of Landscape Architecture, College of Architecture and Planning, Ball State University, Muncie, Indiana 47106-0310; (317) 285-1971. Women and minor-

Southwestern University invites applications for the position of Assistant Director of Residence Life/Resident Director. The assistant director is a live-in position with significant responsibility for assisting the Director of Residence Life in the administrative and operations functions of the residence life program. Specific areas of involvement will include housing assignment, occupancy, Italson with Business Office and summer conference housing Live-in responsibilities include student staff supervision, community development, personal counseling/referral, programming and couline administrative tasks. Other responsibilities include assisting in the advising of the Interface Life program in the advising of the Interface Life Program is biotic as a littly 1, 1992. The Southwestern University Residence Life program is highly student-oriented with a strong commitment to community and personal development, the celebration of diversity and pluralism, and the goals of a selective academic institution. This position has oversight of a co-est community of 300 students in three residence halls including the first-year men's halls

Minimum qualifications include a bachelor's degree (a master's degree is preferred) in college student personnel or a related field. Preference will be given to candidates with previous full-time residence life live-in experience. Salary and benefits are competitive and room and board (when food service is in operation) are provided. This is a 12-month appointment.

Southwestern University is a selective undergraduate institution committed to broad-based liberal arts and sciences education. Affiliated with the United Methodist Church, Southwestern enrolls 1,200 students and has a history of stable enrollment. The Southwestern endowment of more than \$136 million ranks among the national leaders in endowment per student. The University has a strong commitment to faculty support, with faculty salaries above the 90th percentile for IIB institutions, and an endowment in excess of \$1 million for faculty development. The University is lucated in Georgetown, Texas, 28 milles north of Austin, the state capital, and site of The University of Feas. Send a letter of application, résumé, and the names, addresses and telephone numbers of three references to the Office of Human Resources, lob #102, Southwestern University P. O. Box 770, Georgetown, Tesas 78627-0770. Preference will be given to credentials received by April 13, 1992. Southwestern University is an Affirmative Action, Equal Opportunity Employer.

DIRECTOR OF RESIDENCE LIFE

OXFORD COLLEGE OF EMORY UNIVERSITY

Oxford College is the two-year undergraduate division of Emory University located 30 miles east of Atlanta near Covington, Georgia Oxford offers a competitive liberal arts curriculum for 520 freshmen and suphomore students. Practically all Oxford students live on campus in one of seven residence balls, providing both single sex and coed living arrangements.

The Director of Residence Life is responsible for all campus housing services, programs, and administrative procedures, and supervises three full-time professional staff (live-in), maintenance staff, custodial contractor, secretary, and 20 Resident Advisors. Daties include staff selection and training, educational programming, publications, equipment/furniture purchasing, and work order procedures. The Director is also an important laison to the Counseling Center, Student Activities, and other Student Affairs

Qualifications include a masters degree in Student Personnel or related field plus at least three years full-time residence life/housing experience. Prefer experience in staff supervision, programming, and facilities management. Starting date: June 1 (negotiable). 12 month position. Salary: mid to high \$20's.

Application deadline: April 13, 1992. To apply send letter of application, resume, and three names/address of references to: Emory University, Employment Center, 1762 Clifton Road, Atlanta, GA 30322, Ref. Job. No. 130-4552MB

Emory University is an Equal Opportunity, Affirmative Action

ties are encouraged to apply. Ball State University is an Equal Opportunity, Af-firmative Action Employer and is strongly and actively committed to diversity within its comments.

Law: State-necredited law school seeks to fill full-time positions by August. 1992. Qualified candidates will demonstrate strong teaching skills and the sublity to contribute to the college's academic cumnumity, which includes a dedicated carter of nothing faculty. Breadth of practical legal experience and superior writing skills necessary. Application deadline: April 10, 1992. Search Committee, San Joaquin Cullege of Law, 3385 East Shields Avenue, Freuno, California 93726.

Logal Studies: The University of Patraburah School of Law seeks applications from experienced teachers of American and English legal history. Strong preference will be alven to candidates who also can contribute to our instructional mission in the areas of property and/or estates and trust. A J.D. and an outstanding academic record are required. Some graduate-level work in legal history is preferred. Condidates must

have a demonstrated record of techni-strenath and promising scholarly pate-tions. Deadline for applications is to A-1992. Members of minority group at-women me strongly encouraged to spit-Contact: Dead Mark A. Nordenbert, the versity of Pittsburgh School of Las, pa-ter of the School of Las, pater Forbes Avenue, Pittsburgh, Pennsylvas 15260.

Fortes Avenue, Friancia Fortes J5260.

Liberal Arts: Liberal Arts Tutor. S. John College in Santa Fe is vesting guided to Plean in Santa Fe is vesting guided to Plean in Santa Fe is vesting uniform the santa Fe come available for the coming senset. So John's offers Bachelor's and Master in John's offers Bachelor's and Master in strams based on the reading and discussion of several to the santa Fe vesting and several to the santa Fe vesting classical Greek, Franch, master, physics, chemistry, bioker, in galaxical Greek, Franch, master, physics, chemistry, bioker, in malca, physics, chemistry, bioker, in There are no departments nor is then at There are no departments for in the santa Fernico Fe

Director Master of Arts Program ANTIOCH UNIVERSITY

the Matter of Arts program is a unique limited-residency program for adult ridens which currently serves approximately 2.80 students in the United form and abroad. Students specialize in such areas as psychology, social votes, environmental policy, conflict resolution, a reastive writing and education. The Director will play a major role in shaping the future growth addiction of this fe-year-old program. The Director will hold a faculty systement, and will be expected to provide strong academic and administrate leadership.

PAD or the equivalent with broad interests in the humanities and/or add cleaces and teaching experience is required. Experience with non-rational students is desirable. It is expected that the candidate selected will be trademic administrative experience as chair, director, associate dean, or len, in a pointion with responsibility for faculty and curriculum.

two, maposition with responsionity for facility and curriculum.

The Matter of Arts degree is offered through the School for Adult and Expeliential Learning, which is located on the Antioch campus in Yellow Springs, Ohio, in addition to the limited residency Master of Arts degree, de School offers campus-based undergraduate and graduate Management degree programs. The School is an integral part of Antioch University said comprises Antioch College, Antioch Southern California, Antioch New England, and Antioch Seattle.

The search committee will began reviewing applications May 1, 1992 and will continue to receive and review them until a candidate is selected. Application should include a personal statement of interest and qualifications, doing with a complete resume and the manners, addresses, and telephone matters of four references. Send monitoring and applications to:

Dr. Jon Saart, Search Committee Char School for Adult and Experiential Learning Antioch University 800 Livermore Street Yellow Springs, Ohio 45,147

Assioch University is an affirmative action, equal opportunity employer Applications from women and immurates are encouraged.

Assistant Director of Foundation &

Corporate Relations

SWARTHMORE COLLEGE is seeking an Assistant Director for its Office of Foundation and Corporate Relations, which raises \$3-5 million annually from foundation, corporate, and government sources. Reporting to the Director, the responsibilities of the position include: assistance in ntilying, cultivating and soliciting prospective donors; maintenance of research resources; monitoring of grant administration and slewardships, development of proposal drafts and management of the final production within a production within the final pro assigned deadlines; assistance to faculty in prospect search and proposal development.

Requirements include Bachetor's degree and several years experience in development: outstanding writing and resoarch skills, including use of computers for word processing, data management and research; ability to juggle competing demands and meet deadlines; good human relations skills necessary to interact successfully with faculty, staff and donors. For interact successfully with faculty, staff and donors. denors. For immediate consideration, please send resume with writing samples to: Associate Director, Office of Personnel Services, SWARTHMORE COLLEGE, Swarthmore, PA 19081-1397. EOE, women and minorities soccurated to apply encouraged to apply.

SWARTHMORE /

can there public services experience making referee. Substantial biblio-draght experience substantial biblio-draght, experience with online? D-ROM is professor appointment begins August as the sectived by May 4th to: Karin of Wisconship Lorary, University of Wisco

theny: Assistant Professor of Library Scigard Conditator of Technical Services,
State Ramason Library. University of Aleatant Ramason Library. University of Aleatant Ramason Library. University of Aleatant Sea and space grant institution foundstated sea and sea of the sea of t

tion in a state with a tradition of multi-type states of 50.0 a College. Santa Fe. New that it is the state of 50.0 a College. Santa Fe. New that is bibliographic instruction of the state of 50.0 and 50.0 a the library's instruction, reference, and rerearch programs. This person primarily coordinates and supervises Technical Servites Unit, including hirms, relating and
evaluating support staff th/12 FIE). Also
does original cataloging and classification
of library materials. Qualifications include
an Al_A-accredited MLS; a minimum of 2
years' direct supervision in an academic or
research library setting; original cataloging
experience with monograph or serials and
or foreign language materials; experience
with hibliographic utilities and local bibliotraphic systems; and knowledge of basic
library acquisition procedures. Preferred
qualifications are a second master's detree, reading knowledge of a foreign lantuage, knowledge of basic reference matetials and experience in implementing
change. This infrary is also expected to
possess excellent interpersonal and comrunnication skills, ability to euchship priorities, supervise a large staff effectively,
build a publication record and teach, work
tonder persure and manage multiple demands. Salary range is \$46,000 minimum,
depending upon caperience and qualifications, plus excellent benefits, for 12-month
tenure track appointment at the assistant
professor level. Fall faculty rank and responsibilities. Application deadine: postmarked by May 1, 1992. Must include spplication letter, résume and three current
jotters of professional reference addressing
the particular needs of this position. Send
to: Robert Anderl, Chair, Search Commi-

A unit of the State University New York. Located in mid-Huds

Instructor-Biological Sciences

Full-time, temporary position (on year). Contingent upon enrollmer and budget approval.

Beginning Date: Fall semeste 1992-93 academic year. Teach Human Biology a Anatomy and Physiology. Re-quired: Master's in Biological Sciences; minimum one year of college-level teaching. Preferred Teaching experience in Amatomy (

Deadline: April 22, 1992. Send cover letter, resume and names of 3 references to: Affir-mative Action Officer, Orange County Community College Middletown, NY 10940.

An affirmative action/ equal opportunity employer.

DEPAUL UNIVERSITY

PAYROLL MANAGER

We are seeking a Payroll Manager to be responsible for the supervision of all activities for a biweekly payrol) and for monitoring and updating the payroll system (HRS) activity. In addition, this person will monitor and insure compliance with applicable payroll law changes and governmental reporting requirements; prepare and submit Federal and State Tax deposits, quarterly 941's, Illinois State tax reports and annual payroll reports; hire, supervise and train staff.

The ideal candidate should have a minimum of 3 years payroll experience. Special emphasis on previous experience dealing with a mainframe computer system, HRS preferred. Previous supervisory experience is needed and the ability to communicate well, both verbally and in writing.

Outstanding benefit program is available which includes basic hospitalization, 4 weeks vacation after I year, pension programs, free life insurance and tuition.

Qualified candidates please submit resumes with salary history to:

Mr. Donald O'Boyle DePaul University 243 South Wabash, Room 600 Chicago, IL 60604

DEPAUL UNIVERSITY PRACTICES EQUAL OPPORTUNITY IN EMPLOYMENT AND EDUCATION.

UNIVERSITY OF CALIFORNIA LIBRARY RESIDENCY PROGRAM

The University of California is pleased to announce its Library Residency Program. This program is one aspect of the University's commitment to diversity and is designed to assist members of underrepresented groups to gain entry into academic librarianship, it provides two-year residencies for two recent library school graduates, one at a northern campus of the University and one at a southern campus. Candidates will have an opportunity to work in public or technical services, collection development, or automation, depending on their qualifications and interest.

Each resident will be provided a variety of opportunities for professional currichment, including a mentor for the two-year program; membership in the Librarians Association of the University of California; and support for professional development. The University's libraries on the nine campuses, with 24 million volumes and 350,000 serials subscriptions, form the largest academic library system in the world.

Qualifications: Recent MLS from an ALA-accredited program. Salary: 528,668 (temporary, two-year appointment at the Assistant Librarian level) plus benefits. The positions are represented by the University Federation of librarians, AFT.

Application for one or more of the programs listed above may be made by sending a letter of application, resume, and a list of three professional references to: Jacqueline Hanson, Assistant University Library, C-075-14, University of California, San Diego, La Jolla, CA 92093. The residencies will be available September 1, 1992. Applications received by June 1, 1992 will receive first consideration. For further information, call Jacqueline Hanson (619) 534-3064.

DIRECTOR OF HARDWARE SERVICES

Pacific Lutheran University is seeking an individual to manage computer hardware, operations, and maintenance staff and related projects and programs. The successful applicant will work closely with the Director of Software Services to provide strong hardware and system software technical assistance in order to present a seamless hardware/software interface in support of university information technology management. The position reports to the Dean for Computing Qualifications—Bachelor's degree in Computer Science or equivalent required, Master's preferred. Five years' experience in computer center management preferably in higher education. Specific knowledge of DEC VAX (VMS), PC (PC DOS), ETHERNET, XYPLEX, BICC, and EQUINOX data communication environment or equivalent very destrable. Send letter of interest to Personnel Department, Pacific Lutherun University. Tacoma, WA 98447. Closing date 1 May 1902. PLU em-University. Tacoma, WA 98447. Closing date 1 May 1902. PLU embraces the goal of equal opportunity and affirmative action and actively encourages applications from women and minorities.

tea for Coordinator of Technical Services, Rasmuson Library, University of Alaska Pairbanks, Rairbanks, Alaska 9975; (907) 474-7483, Fax (907) 474-6841. Full job description available. Faxed upon request. Amleipated starting date: September 1, 1992. Persons hired by the University of Alaska must comply with provisions of the 1986 immigration Control Act and are expected to possess a valid social accurity number. The University is an EO/AA employer and educational institution.

phoyer and educational institution.

Library: Documents, Patents, ass Periodicals Librarian, #206; Position is reaponable for administration and operation of Documents, Patents, and Periodicals Department. Duries include reference service for these collections, hirins, ratings, and supervision of five and age-half support staff and studen workers. Other duties include collection development. Reports to clude collection for Public Services. Assum Director for Public Services. Ontalifications: ALA accredited studies in large of the patent of the patent services and patent properties, experience with automated serials control, management of Government Documents and

Histary: Catalos Managament Librarian, Thomas Cooper Library, University of South Carolins. Librarian responsible for the supervision of OCIC edic calculating and inputing, authority functions, and holdings malutenance. Supervices 12 if-brary technical studients in the editing and inputing of catalogina records and hold-

Student Development Services University of Illinois at Chicago

The University of Illinois at Chicago is a comprehensive public institution located in a metropolitan setting with an enrollment of approximately 25,000 students.

Director of

POSITION: The Director reports to the Dean of Student Affairs and is

POSITION: The Director reports to the Dean of Student Affairs and is responsible for the following developmental programs and services: New Student Orientation, Faculty/Student interactions Programs, Volunteer Program, Leadership Development, Student Information Natwork Center, Veteran Affairs, Student Ambassadors, Women's Resentry, Special Retention Programs and Tutoring Resources. The Director supervises six professional and three clerical staff.

QUALIFICATIONS: Candidates must have a master's degree in higher education or a related field; however preference will be given to those who are pureuing or have completed a doctorate. Four or more years in Student Affairs with a minimum of two years at mid-level. Demonstrated experience in the areas of developmental programming with diverse population, minority affairs, budget and staff development as well as a documented commitment to research are highly destrable. Sajary commensurate with qualifications and experience.

APPLICATION PROCESS: To receive full consideration, applications containing a cover letter, résumé and the names, addresses and telephone numbers of three current references should be received by April 13, 1992. Please address materials to:

Diane L. Hodges, Ph.D.
Office of Student Development Services
University of Illinois at Chicago
Room 829, University Hall
Box 4348, M/C 318
Chicago, Illinois 60680

The anticipated starting date is August 3, 1992 The University of Hilmois is an Attirmative Action, Equal Opportunity Employer

ings data, authority control work, and coordinates database maintenance with other departmental staff. The Cataloging Department of the Control of State of ings data; demonstrated supervisory experience; effective communication and intertings gain; cantisseance communication and interpersonal skills. Experience in serials castogias and experience with the NOTIS system preferred. Sakry is \$25,000 minimum, for 12 months. Sakry dependent upon quadratications and experience. Faculty status, tenure track. Benefits include medical and denial plants, stats tedroment, and optional TIAACRIST. Letter of application, resumit, and numes, addresses, and phone manners of four references should be received by May 1, 1992. Aprily to Homer Watton, Head, Catalogias Department, Thomas Cooper Liberry, University of South Caroline, Calumbia, South Carolina 2008-0103. EEOAA Employer.

Library: Red River Technical College is accepting applications for the position of Librarian who will be responsible for developing and operating the college library. Qualifications: ALAMALS, postaccondary school experience. Salary based on experience. Applications will be accepted unliposition is filled. Send applications to: Director of instruction, Red River Technical College, P. O. Box 140, Hope, Arkansas 71801. AA/EOE.

randack Mauntains and the St. Lawrence River, is seeking a dynamic, immovative person to assume the position of Access Sorvices/Reference Liberatum. The library has a fully integrated innovative interfaces, inc. library system which includes automated acquisitions, cataloging, circulation, serials control and OPAC. Reporting to the University Librarian, the successful candidate will have primary responsibility for the pianning, evaluation, and coordination of public services for the Circulation, interlibrary Long, and Periodical Departments and will serve as supervisor and resource person for support staff in these units. This person will provide technical and administrative support as subsystem manager for the aptomated circulation. brary loan authystern. Reference duties will include participation in reference deak services of including some evening and weekend hours, oaline searching, and instructional services; and shared involvement in reference services planning and collection development. Required: Al. A accredited All.S; at least three years' public services experience; strong commitment to service; supervisory experience: effective communication, problem-solving and interpersonal skills; experience in an OPAC communication, problem-solving and interpersonal skills; experience in an OPAC convioument. Preferrac Bayrerience with an automated circulation system; academic library experience, additional advanced degree. 12 month contract; librari benefits, faculty status with one unously avacation. Starting after One before July 1, 1992, prefapred. Application: The search committee will begin to review conditions maintains on April 30; position will remain open until filled. Send letter of application, resumd, and three letters of recommendation to Margarge Ouccions. Search Com-

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THE UNIVERSITY OF ARIZONA

Associate Director of International Programs

The University. The University of Arizona ranks in the top 15 public universities in external funding. Outside R&D funding has increased 277 per cent since 1982. There are more than 2.000 faculty members and 35,700 students, including 8,400 graduate students, and 2,400 international students.

More than 1,300 University faculty members have international interests and expertise. They work in countries in every region of the world. An average of nearly 300 faculty members from other countries make long term visits to the University every year.

The Position. The Associate Director of International Programs works closely with the Director to enhance the international dimension of sducational and research programs. These responsibilities include working with faculty in developing new programs and funding proposals. The Associate Director also serves as Director of Study

Aproad.

The position is now, but need not remain, an academic professional (non-laculty) appointment. Persons whose professional records would qualify them for faculty appointments are welcome to apply. A provisional fiscal-year starting salary of \$35,000-\$37,300, plus benefits, has been set. Candidates with exceptional credentials may be considered for starting annual salary up to \$43,790, depending upon budget and staffing circumstances at the time of appointment. The University desires a starting employment date of June 1, 1992.

**Conditional Persons expressing interest in a being personal for

Qualifications: Persons expressing interest in or being nominated for this position should have at least the following qualifications:

- this position should have at least the following qualifications:

 an earner dectorate, with specialization of a clearly international nature, and evidence of multidisciplinary training:

 significant periods of professional residence autaide the US;

 exposure to international profect management;

 sound knowledge of al loast one of the following languages:

 Spanish, German, Hussian, Arabic, Japanese.

 strong motivation, creativity, organizational skills, and English language communication skills. In keeping with an administrative role with considerable independence of initiative;

 demonstrated ability to work effectively with both faculty members and students.

Application and Nomination Process. Applications and nominations should be sent to William A. Weish, Director of International Programs. The University of Arizona, Nugent 210, Tucson, AZ 85721, USA. Review of applications will begin April 23, 1992, and will comtinue until the position is filled. Complete applications will include (1) a full curriculum vitae, (2) a letter of application, stating the nature of the applicant's interest in the position, and (3) three to five letters of colorage.

The University of Arizona is an EEO/AA employer Women and minorities are encouraged to apply.

RESIDENTIAL LIFE

Prait institute, a mid-alzed university offering degrees in Ari. Design, Architecture, Engineering, and Information & Library Science, is located on a 25-scre campus in the historic Clinton Hill section of Brooklyn. 15 minutes from downtown Manhattan. We seek applicants for the following

DIRECTOR

Reporting to the Vice President for Student Life, assume responsibility for the overall operation of residence hells, conference center, studios and a living-learning community with a \$5 million operating budget. Supervise 2 Assistant Directors and all residence hall staff, Meater's degree

ASSISTANT DIRECTOR, HOUSING

Responsible for all housing operations, including room assignments, casupancy & revenue projections, and room changes. Supervise 3 RD's and the operation of a 600-bed housing unit. B.A. and 3 years' experience required; Master's degree preferred.

Both positions available June 1992. Salaries are competitive + exceller benefits, including spartment, meal plan, utilities 8 telephone alipend, free tuilion, and 22 days' vacation. Please aubmit résumé, indicating position desired, to: Residential Life Department/CAD, 21s Willoughby Avenue, Room 105, Brocklyn, New York 11205. An AA/EOS.



DIRECTOR OF ADMISSIONS AND FINANCIAL AID

Muster's degree and 3-5 years' experience in ministions, financial aid, and/or enrollment management are required. Significant knowledge of successful recruitment strategies in undergraduate admissions and demonstrated ability to administer state and federal fluencial aid programs are required. Send letter of application, resume, transcripts, and the names, addresses and telephone numbers of at lenst three current references to Dr. Lana Low, Director of Enrollment Management, Clinch Valley College, College Avenua, Wise, VA 24293. Applications will be accepted until the position is filled. The roview process will begin on April 15, 1902, but applications will be accepted until the position is filled. Clinch Valley College is an Equal Employment Opportunity, Afirmative Action Employer.

Library: Reference Librarian, balf-time position, Medical Center Library, University of California. San Diego Library. Salary mange ut half sime: Assistant Librarian: \$14.314-\$18,348 or Associate Librarian I-IV: \$17.526-\$20,580, UCSD is an equal opportunity, affirmative action employer and specifically seeks candidnes who cau make countributions in an environment of cultural and ethnic diversity. Half-time position reports to Hend of the Medical Center Library and is resynancible for providing reference and online search services und sharing in collection development assistantial previous experience. Applications

DIRECTOR OF DEVELOPMENT



Cincinnati, Ohio

The College of Mount St. loseph seeks an experienced professional for the position of Director of Development. The Director manages College fund-raising activities with specific responsibilities for corporatofoundation relations, annual giving, major donor development, grantsmanship, and capital and other special fund-raising programs.

ship, and capital and other spacial lund-raising programs.
The Director manages a staff of four professionals and reports to the Vice President for Institutional Advancement. Candidates must have 5-7 years of fund-raising experience, preferably in higher education, including corporate/foundation relations, annual fund and major gift programs. Lead-raitin abilities and communication skills are necessary. Bachelour's degree is required; master's preferred. The position is available but 9.

The College of Mount St. Joseph is a liberal arts college located in suburban Cincinnati, Ohio, which emphasizes career preparation and the inclividual development of students. A Calholic college founded by the Sisters of Charity in 1920, the Mount today is a growing coeducational emphasizes. found institution of 2,600 stud-

To apply for this position, send later of application, résumé, contact information for three references, and salary requirement by April 30 to: Vice President for Institutional Advancement College of Mount St. Joseph Chulmatt, Ohio 45233

The College of Mount St. Joseph is an equal opportunity employer.

The University of Texas at Dalias

LIBRARIAN - MONOGRAPHS CATALOGER

Applications are invited for a Librarian, Monographs Cataloger, at the University of Texas at Oalias. Responsibilities include original cataloging of monographs, theses, and dissertations; supervision of copy catalogers entering records into the library's NOTIS online system. This Librarian also monitors the adequacy of hardware and software support for department functions and oversees upgrades and changes. Winimum requirements: master's degree from an ALA-accredited program with minimum of 2 years, recent experience in cataloging using a national utility such as OCLC and Library of Congress classification and subject headings. Working knowledge of microcomputer in cataloging using a national utility such as Octic and Library to Congress classification and subject headings. Working knowledge of microcomputer hardware and software is required. Academic library experience with a local automated system preferred. A degree in geology and/or background in cataloging geological publications desirable. Send letter of application and résumé (indication of sex and ethnicity for Affirmative Action statistical pur-poses requested but not required) with names, addresses, and telephone numbers of three professional references to numbers of three professional references to:

> The University of Texas at Dallas Personnel Office P O. Box 830688 Richardson. Texas 75083-0688

Résumés will be accepted until the position is filled Review of résumés will begin May 1, 1992.

The University of Texas at Dallas is

DIRECTOR OF COLLEGE COUNSELING

Applications and nominations are sought for the position of Director of College Counseling at St. Ignatius College Prep in Chicago, Illinois, St. Ignatius is a Catholic, co-ed preparatory school in the Jesuit tradition. Enrollment is 1237 and there are 80 on the faculty. Founded in 1869, St. Ignatius continues to provide an extraordinary college preparatory experience to an extraordinary diverse student population. The School is recognized as an "island of excellence" in metropolitan Chicago.

The successful candidate will possess a master's degree and several years' experience in the College Counseling/Admissions profession. In addition, the designee should be familiar and comfortable with the College Counseling Competencies adopted by the National Association of College Admission

This is a twelve month position. Salary and benefits are competitive and will be commensurate with credentials and experience. The search will continue until an appointment has been made.

Communication should be forwarded to: Russell I. Ryan, Principal St. Ignatius College Prep 1076 West Roosevelt Road Chicago, Illinois 60608-1594

Drive, La Jolla, California 92093-0175.

Libraryi Science Librarian. Le Moyna College aceis librarian to share with four other librarians has operations of public and technical services. Responsibilities: Provide general reference services not bibliographic instruction. Provide specialized reference services for faculty and students in actence departments and oversee development of collections and provide bibliographic instruction in the sciences, including the texthing of a scientific disrature course. Oversee operations of serials and interlibrary ioan department. This sechnical service responsibility may change with project reorganization for automation. Requirements: ALA MLS, undergraduate degree in a patural science (biology, chemistry, or physics) or comparable experience as science librarias, and knowledge of onsine scarching in the sciences. Preferred: Knowledge of OCLC and experience with microcomputers. Le Moyne College, founded in 1946 by the Jesufie, is an

received by May 15, 1992, will be assured of coasideration. To apply, tend a resume, of coasideration. To apply, tend a resume, covers letter, and list of three references to: University of California, San Diego, Janet Tait, Academic Parionnel Coordinator, Library Personnel, 017914-2, 9900 Oliman Drive, La Jolla. California 92093-0175.

Library: Science Librarian. Le Moyne Coliege arctis librarian to share with four other librarians the operation of public and technical services. Responsibilities: Provide governia reference service and bibliographic instruction. Provide specialized reference

Library: Reader Services Librarian, Suffolk Ulbrarya Rander Services Librarian. Suffoli. Community Colloge's Ammerman Campus in Seiden, Long Island, secks full-line reader services ilbrarian with additional responsibilities in reference work and related duties. ALA/MLS, experience in neademic library, strong background in bibliographic instruction required. Experience with CD ROM databases and online searching desirable. Faculty rank, toute track, 10-month year, good benefits. Send resume to Dean Antionette Kania, Suffolk Community College, 313 College Road, Seiden, New York, 11784 by April 16, 1992.



Major Gifts Director

Connecticut College seeks an ambitious and energetic professional to be part of a small successful capital gifts team responsible for generating major and special gifts from individuals in the \$100,000 range. The position offers an opportunity for a creative individual to seek major commitments to Connecticut College, while working closely with the Director of Development, Vice President for Development, and the President. Significant travel is required. concentrated mainly between Washington and Boston,

This position reports to the Director of Development and has no internal management responsibilities; the Director will initiate, energize, and manage a volunteer major gifts committee to be ornsed within the year. This committee will be comprised of alumni, parents, and friends who will obtain leadership gifts to meet capital gains essential to the College.

The College, recently named in US News and World Report as one of the top 35 Liberal Arts Colleges in the country, is in the second year of its strategic plan. Several initiatives—especially the Center for International Studies and the Liberal Arts and the new College Center-have created a fertile atmosphere for identifying, cultivating, and stewarding major gifts. With over approx-imately \$75 million in identified initiatives, the College is entering an exciting time in its history.

Requirements include a college degree, the ability to organize and motivate volunteers; polished written and public speaking skills; and the ability to work us a team.

Candidates with a minimum of five years' related major fund raising experience are encouraged to apply. Candidates with previous prehensive campaign experience preferred Inquiries, including a resume and three references, may be directed

by April 30, 1992 to: Connecticut College

Director of Human Resources 270 Mohegan Ave., Room 111-C New London, CT 06320

Connecticut College is an Equal Opportunity/Affirmative Action Employer

SPOKANE COMMUNITY COLLEGE is accepting applications for

DIRECTOR, BUSINESS AND INDUSTRY EDUCATION

To administer all activities of the Business and Industry division operated by the Institute for Extended Learning (IEL). The position includes the management of the district-wide Training and Education Coordinating Center (TECC): numaging the Small Business Development Center (SBDC) and coordinating the Small Business Administration (SBA) graph and a coordinating Professional Feducation, International Trade, Employment and Retraining, Conference Services, and Workplace Literacy programs. Must possess a Master's degree from a regionally accredite college or university, must have experience managing extended education programs and a fundamental understanding of salesy management. This is an administrative position contingent upon funding availability. The position has a term appointment expiring June 30, 1993. The annualized salary is \$50,375. Date of employment is July 1, 1992.

For further information including unbinimum qualifications, daties, tegor

For further information including minimum qualifications, duties, responsibilities and application procedures contact Community Colleges of Spokane, Human Resources Office, 2000 N. Greene Street, Spokane, WA 99207; phone (509) 533-7429. Deadline for applications is May 1, 1992.



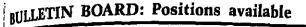
UNIVERSITY OF PENNSYLVANIA MEDICAL CENTER

Director of Continuing Medical Education

Candidates are sought to assume responsibility for the overall superistion of the Office of Continuing Medical Education. The Director of plan, develop and manage strategies for providing continuing medical plan, develop and manage strategies for providing continuing medical education programs to meet the needs of the University of Pennsylvania Medical Center. Applications should be directed to Fredri D. Burg, M.D., Vice Dean for Education. University of Pennsylvania School of Medicine. Philadelphia, PA 19104-6047. All application must include a carriculum vitae and list of references. The University of Pennsylvania is an affirmative action, equal opportunity employed.

Michigen is seeking an individual who will act as both the Assistant Director of Technical Services and as Senior Cataloger in the Cataloging Section. Responsibilities will include supervision and management activates, as well as original cataloging in an eavironment of automated bibliographic control using OCLC and NOTIS. Master's degree in Library Science from an ALA-accredited program Minumum of three years' experience in cataloging. Minimum of three years' supervisory experience. \$15.36-\$22.06 per hour (approximately \$11,950-\$45.881 annual) plus excilient frings benefits. Interested persons should

Library: Assistant Professor itemple in the Professor in th



UNIVERSITY OF WISCONSIN - EAU CLAIRE

CLINICAL ADMINISTRATOR **COUNSELING SERVICES**

CENTER FOR ACADEMIC, PERSONAL AND CAREER DEVELOPMENT

The Clinical Administrator of Counseling Services is responsible for directing Counseling Services within the Center for Academic, Perseal and Career Development at the University of Wisconsin-Eau Claire. CAPCD offers comprehensive services which include countries with the deviation placement. Claire, LAPLO distance compensations services which include coun-sing condemic advising, placemont, coroor planning services test-ing. The Clinical Administrator reports to the Director of the Center. ing The Clinical Administrator reports to the Director of the Center. QULIFICATIONS: A doctorate or equivalent in counseling or clinical psychology or related field is required. Minimum of three years' experience in a college or university counseling center; strong oral and written communication skills required. Successful candidates must demostrate knowledge of a broad range of porsonal, social, and smolonal issues of college students. Additional destrable characteristic include knowledge and experience with the career planning process, supervisory experience, and an interest in and ability to work disclively within a multiple student service environment.

etitive and dependent on qualifications and experience. MARTING DATE: Starting date and length of contract negotiable. STATING DATE: Starting date and rengin or contract regonable.

APPLICATION: Applications must be received by Friday, May 1, 1992, and should include a letter of application, resume, three or more anest laters of recommendation and a transcript from appropriate institutions. Applications should be sent to Dr. Doug Neitzel, Director of the Center for Academic, Personal and Career Development, University of Wisconsin-Eau Claire, Eau Claire, W154702-4004. An alphaballed list of all nominees and applicants, without differentiation may be released tollowing the closing date.

may be released to lowing the closing date.

The University of Wisconsin Eau Claire, with an enrollment of 10,300, other undergraduate studies through the Schools of Arts and Sciences, Susiness. Education, Nursing and graduate studies. The University supports a comprehensive student attains program on a residential campus closely integrated with the surrounding community. The City of Eau Claire is a growing commercial, educational and medical center of more than 55,000 people located 90 miles east of Minsepplies St. Paul.

The University of Wisconsin-Eau Claire is an EEO/AA employer, and encourages applications from qualified women and minorities.

Assistant Director of Financial Aid/Graduate Programs

he Assistant Director of Financial Aid Graduate Studies assists the Director of Financial Aid in the administration of the Partimonth Coll-financial aid program with direct, day to day responsibility for ### Administering the awarding of toderal financial aid for graduate still define the Graduate Studies and MALS Programs including preparation of forms need analysis, packaging fin consultation with administrators of the two pragrams), commonling and entrance and exit four connecting approximately 101 students).

Performing internal review of federal fund administration in the biest ness medical, and engineering graduate programs and serving as resource for those offices and as hason with internal and federal auditors. ■ Daing need analysis, award provensing ventrealizer, and connsoling of approximately 10% of freshmen and upper class students on the under Biduste financial and program capproximately 250 students)

Supervising the lam coordinator as processing of Statland, Perkins and Darmouth College leans Behelors degree with long to here years of demonstrated effects energy in undergraduate infancial aid adjunitistration, or the equivalent 1 sperimon wising with graduate students or desirable. Introng interpersonal and supersony skills essential

Salay is competitive, based on experience and qualifications Position smallable beginning May 1, 1992. Submit reaume and cover letter to Vignia S. Hazen, Director, Financial Aid Office. Dartmouth College. 603 McNutt Hall, Hanover, NJI 03795-3341



DIRECTOR OF DEVELOPMENT

Dramic results-oriented person with proven track record in all aspects of fund raising needed to head a small, ambitions fund-raising department. Requires strong background in capital campaigns, amount thing endowments. going endowments, computerized donor tracking, excellent interper-fonal and communication skills. This position reports directly to the tracking excellent salary, great benefits. Send resume with refer-tact is: Personnel, The Cullinary Institute of America, 433 South Abusy Post Road, Hyde Park, NY 12539-1-199. EOE.

of ine library instruction, and grant designest for instructional initialities reduced by the property of the

RESIDENCE LIFE

Director of Residence Life: Creative, energetic leader with commutment to the key role of residence life in a values oriented co-curriculum. Demonstrated competence in interpersonal relations, professional staff supervision, student staff selection and training, community building, programming and budger. Master's degree in student development with five years' residence life experience.

Assistant Director of Residential Facilities (anticipated): Coordinate entire housing functions of eight residence halls, 200 aparments and 30 compus houses. Program approaching extensive renovation over the next five years. Must be knowledgeable of student affairs and have experience with purchasing, key card systems, refurbishing and renovation. Master's degree with three to five years' experience. Live-in position with excellent hemetics.

Area Director (2): Both positions directly supervise one residence half of 200 and oversee the operation of an area of 500 additional residents including 2 or more buildings. Major emphasis on creating community, leadership building, educational programming, advising, staff selection, supervision and training and working with other student affairs units. Master's degree in student development and sufficient residence half experience are required. Live-in position with excellent benefits.

Mercer University is a small, private comprehensive university with 2,500 undergraduate students. The undergraduate programs are located on an attractive cumpus in a community of 150,000 about 75 miles south of Atlanta. Women and minorities are encouraged to apply. Amicipated starting date is July 1, 1992. Submit letter of application, resume, and mames, addresses and phone numbers of three references to 1. Barry Jenkins, Dean of Student Alfairs, Mercer University, Macon, GA 31207.

MERCER UNIVERSITY IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER.



CATALOG LIBRARIAN

Gallaudet University seeks a Catalog Librarian to perform original and OCLC member copy cataloging of monographs, serials, and other print materials using Dewey Decimal Classification and LC Subject Headings. Reports to Technical Services Librarian and is an integral member of the Library's staff of 31.

REQUIREMENTS: MLS from an ALA-accredited institution. Cataloging experience with OCLC, NOTIS, or similar utility; LC subject headings, AACR2, LC or Dewey classification. Reading knowledge of a foreign language. Ability to use sign language or willingness to learn and demonstrate competence. (Gallandet University provides free, intensive sign language training during the work day when necessary.)

The only university for the deal in the world, Gallaudet is a unique institution offering degrees from the bachelor's to the doctorate and busts the most comprehensive library and archival collection on deafness in existence. Its 2,000 students come from across the U.S. and abroad and represent a variety of backgrounds and interests. Salary: \$31,826, + excellent benefits. Review of applications will begin April 30. To apply, send letter of application and resume to: Gallaudet University Personnel Office, Chapel Hall, 800 Florida Avenue, NE, Washington, DC 20002-3695.

DIRECTOR OF PLANT OPERATIONS California State University, Fresno

Reporting to both the Vice President and the Associate Vice President, the incumbent will oversee both the mahtenance and repair of campus buildings rotating over two million square feet, and the maintenance of land-scaped grounds, manage a staff of 165 management and union employees, including crafts and trades, building maintenance, grounds, custodial, and administrative and clarical personnel; and administrat a budget of \$4.7 million. Requires 6 years' physical plant management experience, including directing the work of a large journey-level workforce, and a bachelor's degree in engineering, business management, or related field. Please submit employment application, supplement to the application, current resumé and the names, telephone numbers, and addresses of three references by May 8, 1992. It is the applicant's responsibility to Insure that all requested materials are received by the filling deadline. Apply: Staff Personnel Office—Mr. Edward Varela, California State University, Fresno, Joyal Admin. Building, Rm. 164, 5:150 N. Maple Ave., Fresno, CA 93740-007 I; (209) 278-2032. An Equal Employment Opportunity (M/F), Affirmative Action Employer.

clude: the LS2000 OPAC SC330 automated serials, and a CD-ROM LAN. Dulles: On-fine and CD-ROM searches; academic department liaison; collection development. Organize and maintain the colleat archives; establish and inliaite appropriate preservation activities; and order, catalog, and maintain the colleat archives; establish and inliaite appropriate preservation activities; and order, catalog, and maintain the colleat archives; establish and inliaite appropriate preservation activities; and order, catalog, and maintain the colleat archives; establish and inliaite appropriate preservation activities; and order, catalog and maintain the colleat archives; establish and inliaite appropriate preservation activities; and order, catalog and maintain the colleat archives; establish and inliaite appropriate preservation activities; and order, catalog and cataloging appearance, and holiday coverage, Qualifications and Al.A. accredited library school; good workname and holiday coverage, Qualification and Al.A. accredited library school; good workname and holiday coverage, Qualification and Al.A. accredited library school; good workname and holiday coverage, Qualification and Al.A. accredited library school; good workname and holiday coverage, Qualification and Al.A. accredited library school; good workname and holiday coverage, Qualification and account and the present of the cataloging attility; the preferred; salary commentaine with experiment and holiday coverage, Qualification and Al.A. accredited library school; good workname and holiday coverage, Qualification and an account of the accession and properties and holiday coverage, Qualification and accession and accession and accessing a partial accession and accessing a completing special assignments and course passages. Completing special assignments as a recursory decision and certain and accession and accessing a passage. Completing special assignments and course passages. Completing special assignments and course passages. Completing special assignments and course p

O. Ubrary: Assistant Professor (tenure-leading). Caudinging Department, starting July 1. Be responsible for original catalogues of print and nomprint monographic materials in assigned subject and language areas, with emphasis in science materials. Editing non-Library of Congress Copy from the nOCLC database, including procedures for OCLC Enhance, Upgrade, and Database ca

Library: Business/Economics Bibliogra-pher. Responsibilities: Evaluates and de-velons subject collections and electronic resources in business, economics, geogra-phy and planning, and law; monitors allo-cated funds, continuing commitments, and

Northwest College

STUDENT AFFAIRS POSITIONS

itector of Student Activides Intramurals responsible for develop-📕 ment, implementation, supervision and evaluation of a comprehenuve student activities/intramural program consisting of cubural, social, educational, entertainment activities. Additional responshilitles planning and coordinating New Student Orientation Week. developing and teaching student leadership workshops and ventures, and working with other professional staff to provide adventure based programming and activities for students, conference guests, community members.

Reports to Associate Dean of Students, 11-month position begins in July. Position contingent on funding, QUALIFICATIONS: Bachelor's degree required; master's pref. Major field of study in college student personnel, recreation, education or related area. Minimum two years student activities esp. In residential college setting. Exp. with new student ortentation, in-transural programs and adventure based programming highly destrable Strong Interpersonal, org. and supervisory shills. Working knowledge of student development theory. Functional word processing shills are essential and desktop publishing exp. a plus. Must be self-motivated, goal oriented and willing to work flex, hours, SALARY: \$22,000-24,000. Competitive benefits. Reference Job #213

endence Hall Directors/Counsciors (1941 positions available) responsible for halls of 100-150 students. Includes waff selection, Iraining and supersition; ed. programming; half outministration, advising individuals and Half Council, student conduct; facilities mgl., and building safety/security. Half-time appointment to Counseling Center.

Counselor responsibilities: individual and group counseling; cruly intervention and follow up; presenting seminars, workshops and ed programs focusing on developmental issues; consulting and referral to community agencies; and teaching student success and leadership classes. 10.5-month live-in assignment reports jointly to Director of Residential Life and Associate Dean of Students. Portion contingent on funding, QUALIFICATIONS: Matter's degree in Counceling, Student Personnel with counseling emphasis, or other closely related areas of study. Minimum of one year undergraduate or post-graduate live-in exp. required; half director exp. pref. intern or professional exp. in personal, social, academic and career counsel ing. Strong crists intervention, group facilitation, org. and supervisory skills. Teaching exp. desirable. Working knowledge of student developmen tal theories, and ability to apply those theories in counseling, classroom and residential settings are essential. Ability to live with and relate to freshmen and sophomores in a multilade of ways while traintaining a sense of humor, perspective and professionalism. Creativity, flexibility, selfnotivation and desire to work as part of a team. SALARY: \$16,000-18,000, two-bedroom apt. and full board plan during academic terms. Competitive

TO APPLY: Send letter of application; returne; college transcripts; names, addresses and sclephone numbers of three references; and any other relevant information to Janes Reed-Bradley, Personnel Offices, Northwest College, 231 West Sixth Street, Powell, WY \$2435. Please reference appropriate Job J. Applications received after April 21, 1992, considered at disci

ABOUT NORTHWEST

he college is located in northwest Wyoming, about 70 miles from the east chirance of Yellowstone Park and 90 miles south of Bitlings, Montana. Powell is a city of 5,200, the economy of which is based primarily on oil, farming, ranching, and education. Northwest College is a two-year, largely residential college of 2,000 students (about 1,000 full-time on-campus). Northwest's 95-acre campus includes 13 (natructions) dings, five residence halls, student apartment complex, and student center. The college serves students drawn from throughout the Rocky Mountain Region. It is committed to excellence in occupational and tri programs within the context of a strong liberal arts tradition.

College is accredited by the North Central Association, EOR

DIRECTOR

LOUISIANA SCHOLARS' COLLEGE

Northwestern State University of Louisiana

POSITION: Applications are invited for the position of Director of the Louisiana Scholars College—a unique homors program (all 124 hours), self contained.

QUALIFICATIONS: A doctorate is preferred with experience in higher education. Applicants should have strong organizational, communication, interpersonal, and computer stiffs. Applicant must demonstrate evidence that he/are is fask oriented and is capable of working independently.

RESPONSIBILITIES: Management of the scademic, personnel, and financial needs of the College within a University committed to the pursuit of academic excellence and concept for the needs and development of each individual student. The Director is the chief administrator of the department and must lead the development of its program. The Director has the responsibility to establish an effective rectaiting program to altract students and to build an unstanding faculty through recruitment and development. Director must also continue to teach and maintain scholarly activities.

APPLICATION: Send letter of application, resumé, francetints, and three letters of APPLICATION: Send letter of application, resume, franccipus, and three recommendation by April 30, 1992 to: Dz. Robest Alant, Persident, Nortl State University, Netchitoches, LA 71497. Salary: Competitive.

NORTHWESTERN STATE UNIVERSITY IS AN AFFIRMATIVI: ACTION, EQUAL OPPORTUNITY EMPLOYER

approval plans. Serves as liaison to faculty and students in the corresponding academic departments; provides in-depth bibliographic instruction and specialized reference. Assists mean with databases such as Compusito, CRSP and Westlaw. Also provides general reference services during avisined bours, including some evenings and weekends. Reports to Assistant Director for Collection Development. Research, publication and service to the Libraries and University are expected to solisty criteria for confunding superintment and promotion. Qualifications. MLS from an ALA accredited Library School. Undergraduate major and/or advanced study in business, ecunomics or assognably required. Experies in computerized bibliographic and non-bibliographic scarching essential. Experience in using law publications and Westlaw desir-

nble. Preference will be given to candidates with relevant experience in an academic interaction of the commensural with education and experience. Salary missimum \$25,500. To Apply: Send letter of arrilleation, a current resuma, and the names and addresses of three references to: Christine M. Truvis. Personnel Officer. University Libraries—UL 139. University at Albany, State University of New York, 3600 Washington Avenue. Albany, New York 12222. Deadling: Review of letters of application and resumas will begin May 22, 1992. The University of Albany, State University of New York is un Equal Opportunity. Affirmative Action, Employer: Applications from women, uninority persons, haudicarped persons, appecial disabled and Vietnam era veterans are especially welcome.

Director Master of Arts Program ANTIOCH UNIVERSITY

The Moster of Aris program is a unique binared-residency program for adult students which currently serves approximately 230 students in the United States and abroad. Students specialize in such areas as psychology, social sciences, environmental policy, conflict resolution, creative writing and education. The Director will play a major role in shaping the future growth and direction of this 16-year-old program. The Director will hold a faculty appointment, and will be expected to provide strong academic and idministrative leadership.

A Ph.D. or the equivalent with broad interests in the humanities and/or A Ph.D. of the equivalent with ordal inferests in the infinance analogs and reaching experience is required. Experience with non-traditional students is distrible. It is expected that the concludes selected will have academic administrative experience as chair, director, associate dean, or dean, in a position with responsibility for faculty and curriculum.

the Master of Arts degree is officeed through the School for Adult and Expensional Learning, which is located on the Author Learning in Yellow Springs, Olino In addition to the limited residency Master of Arts degree, the School offers campus-based undergraduate and graduate Management degree programs. The School is an integral part of Antioch University which comprises Antioch College, Antioch Southern Cabitoma, Antioch New England, and Antioch Scattle.

The worth committee will begin reviewing applications May 1, 1992 and will commit to receive and review them until a cardidate is selected. Applications should include a personal statement of interest and qualifications, along with a complete resume and the names, addresses, and telephone numbers of four references. Send nonmonous and applications to

Dr. Jon Saari, Search Committee Chair School for Adult and Experiential Learning Antioch University 800 Livermore Street Yellow Springs, Ohio 45387

Antioch University is an affirmative action, equal opportunity employer.

Applications from women and institutions are encouraged.

Assistant Director Psychological Services

Full-time, ten-month regular position beginning tate August 1992. Responsibilities: clinical services to undergraduate and graduate students, with specific attention to the needs of racial minority students; outreach programming; supervision of trainees; administrative lasks as assigned by Director. Qualifications: Ph.D. or Psy.D. in clinical or counseling psychology, or M.S.W. (prefer board certified diplomate in clinical social work). Substantial administrative or supervisory experience (university setting desirable). Preference given to candidates having clinical and outreach experience with racial minority group members. Cohesive working environment.

Preference given to applicants responding by May 15, 1992, but search will remain open until position is tilled. Recial minority candidates are encouraged to apply. Send curriculum vitae and names of three references to: Marjorie Rubin, Brown University, Box 1879/800002, Providence, RI 02912. EEO/AA Employer.



Associate Director of Athletics/ Senior Woman Administrator

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California State University, Fullerton invites applications for this position to be affective on or before July 1, 1892. RESPONSIBILITIES: Oversee department compliance and scademics, supervise 12 men's and women's sports, athlatic training room and department's substance abuse adjustion program. As Senior Women Administrator oversee equity program. QUALIFICATIONS: Advanced degree preferred, baccalaureate degree required with a minimum of 3 years of athlatic administration experience, preferably at the Division I level. SALARY: Commensurate with education and experience. APPLICATIONS: Please send letter of intent summarizing qualifications and relevant experience, a current résumé, and 3 letters of recommendation for tion to:

Dr. Lee Gibert, Chair Search Committee for Associate Director of Athletica/Senior Woman Adm of Office of the Provident California State University, Fullerton P. O. Box 34080 Fullerton, California 92634-8480

FILING DEADLINE: APRIL 17, 1992. California State University, Fullerton is an Affirmative Action, Equal Opportunity, Title IX Employer.

Library: Reference Librarian, Huntinaton Library, Reader Services Department. Energetic, dedicated professional to shape direction of reference services in one of the nation's premier humanitica/social sciences research libraries, now entering a period of significant renewal under Director William A. Moffet: Responsibilities: Help evaluate and baild reference collection for research oceds, including secondary works to complement outstanding collection of rare

books and manuscripta; develop and leach use of electronic reference services; including local networking, on-line data-bases, Some Sanarday work required. Reports to Reader Services Librarian, Qualifications: MLS from ALA accredited library school; strong interpersonal and communication skills; liberal sate scheration and at least 1 years' experience to accommended the structure and at least 1 years' experience to use of emerging electronic technologies preferred. Salary:



CENTER Ior ÆROSPACE SCIENCES

Director of Distance Learning (Program Director)

Applications and norminations are moved in the position to blicking the property of the property of the property of North Dakota and includes the departments of Aviation. Authospheric Sciences, Computer Science, Earth System Science and Space Studies; as well as the divisions of Flight Operations, Computer Services and Technology Instruction.

of Flight Operations, Computer services and recursorgy instruction.

In September 1992, UNID's Center for Aerospace Sciences (CAS) will become the broadcast ratio of a satellite based distance education network for nation-wide aerospace education and training. CAS is establishing a state-of-the-art broadcast facility which will feature a multimedia proadcast classroom, complete video production studio, and a multi-media recorded to colleges and universities which offer undergraduate programs in the aerospace.

The Director of Distance Learning is responsible for the design, development, production and delivery of distance educational courses and modules, and will also provide leadership to a ream of specialists in the development and production of instructional video and oversee coordination with remote site technicians, students and faculty.

A doctoral degree in Educational Media, Instructional Systems Design, Educational Admin-istration, Education, or related area is preferred. Three years of administrative experience in a higher education setting which involved the design, development or deployment of advanced instructional technology is needed. The successful candidate will have proven management and communications skills and a commitment to academic excellence. This is a 12-month appointment, renewable, with an amplipated starting date of May 1, 1992. Salary is competitive and commensurate with experience and qualifications. The position will remain open until filled.

Serval letter of application and résumé to the Personnel Manager, Center for Aerospace Sciences, Box 8216 University Station, Grand Forks, NO 58202-8216

The University of North Dakota is an Affirmative Action, Equal Opportunity Employer



MUSKINGUM COLLEGE Director of Admission

Muskingum College Invites applications and nominations for the position of Director of Admission. The Director reports to the Dean of Enrollment, will participate as a member of the enrollment management team, and is responsible for the delly operations of the Office of Admission. Responsibilities include management of a staff of five professionals, five support persons and a staff of student workers, control of all recruitment efforts, development of marketing strategies, publications, long & short range planning and budget control. A viable candidate would have several years' experience preferably in private college admissions work at least at the Associate Director level and have demonstrated supervisory and management skills. Screening of candidates will begin April 15, 1992. Send resume and three

Director of Personnel Muskingum College New Concord, OH 43762

Muskingurn College, founded in 1837, is located in Southeastern Ohio on a rolling, 215 acre campus. Affiliated with the Presbyterian Church (U.S.A.) Muskingurn College offers a strong liberal arts undergraduate program and Master's Program in Education. Muskingurn College is an Equal Opportunity Employer.

JMU

James Madison University Assistant Director of Greek Life and Orientation

James Madison University is a state-aided institution with an enrollment of more than 11,000 students. The position requires proven managerial skills with demonstrated competencies in administration, research, leadership and program development. Responsibilities include the advising of twenty-one greek organizations, facility management for seventeen greek living units, the supervision of the orientation office as well as the coordination of divisional research efforts. Qualifications: Master's degree in Student Personnel, Counseling or related field required. Previous experience in national greek life and orientation desired. Salary is competitive. Priority consideration will be given to those applications received by April 15, 1982. Send a letter of application, resumé and the names, addresses and phone numbers of three references to Michael Way, Office of the Associate Vice President for Student Affairs, James Medison University, Harrisonburg, Wa 22807. James Medison University is an Affirmative Action, Equal Opportunity Employer and especially encourages applications from minorities and women. encourages applications from minorities and women

Negotiable, deponding on experience: \$25,000 minimum. Retirement TIAA: CREF after 2 years, 3 weeks' vacation health insurance programs. Send letter of application, risume and pants of 3 references by April 15 to Carl Foote, Managor of Perrsonel, Huntingston Library, 1151 Oxford Road, San Marino, California 91108.

Libraryt Assistant Professor (tenure-leading). Central Reference Services, starting July 1. Daily supervision of the Reference information Dosk, which includes the following: Reference/information Deak duty (inchuding nights and weekends), dosk scheduling, supervision of paraprofessionals and attudent assistants, and landlings of reference correspondence. Training of personnel assigned to desk duty. Encourage the use of electronic reference services, Reference collection development and quante name. Many include fishon with seadound departments, depending on education and/or experience and needs of the de-

partment. Participate in library committees and task forces. Required: M.L.S. from an Al.A-accredited library school and a minimum of two years professional academic library experience. Excellent communication skills (oral and written) essential. Preferred: Experience in supervision, collection development, online searching, reference in the tumanities/social sciences. 326,000 minimum for a 12-month contract. Salary may be higher depending upon the qualifications of the successful applicant. Apply with full résume plus names and current descriptions authors of three participations and contract of three descriptions and contract of the successful applicant.

Library: Bibliographer for African Studies. Reporting to the Director of Area Studies, the incumbent is responsible for adminis-tration of the Africana Bibliographic Unit and for collection development; adminis-

The Africana Bibliographic Unit is sent of the Library's Area Studies Unit and part the Ceneral Services Faculty. The agreed consists of one FTE libraries, appear staff, and graduate assistants. The African staff, and graduate assistants. The African collection is located throughout the United Staff, and the United Staff, and the United Staff, and the majority of materials in the main sact of the collection. The holdings on the nations of the collection.

Registrar

The College of the Holy Cross invites applications for the position

Holy Cross is a highly selective, exclusively undergraduate, Jesuit liberal arts college of 2600 students and approximately 200 faculty

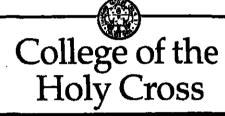
The Registrar is responsible for the administration of office procedures and operations, planning, developing, and implementing registration, pre-registration, course and examination scheduling classroom scheduling, records maintenance, enrollment data progress loward and verification of graduation, and support services for accidemic advising. The Registrar reports to the Academic Vice President and Dean of the College.

Qualifications include a Master's degree and/or significant previous experience in a Registrar's Office, ability to manage a computerized student information system, demonstrated excellence in organization and communication, and the ability to interact effectively with diverse constituencies.

Salary is commensurate with education and expenses Applications received by May 15, 1992 are assured of receiving full consideration. Position is available July 1, 1992, but starting

Applicants should send a letter of application with resume and the names of Ihree references to Prof. Edward F. Wall, Jr., Chair, Registrar Search Committee, College of the Holy Cross, 1 College Street, Worcester, MA 01610-2395.

An Equal Opportunity Employer, Women and minority candidates are encouraged to apply.



Southwestern University

AT GEORGETOWN, TEXAS

DIRECTOR OF MULTICULTURAL AFFAIRS

Applications are Invited in the position of Director of Abditcultural Atlans. The Director of Multicultural Atlans reports to the Dean of Students and will work closely with the Provist to provide leadership and direction to enhance the multicultural file of the campus. Responsibilities include: advising and counseling international and monoty student or possibilities include: advising ethnic and multicultural student organization, working closely with faculty members and other student service offices to provide support and assistance in designing programs related to multicultural issues; and serving as a resource to faculty and staff members concerned with minurity and international student needs.

The successful candidate must have a demonstrated commitment as exhibited by pay work experience, to the goals of cultural and others diversity. A backetor's degree in student personnel is profested. Strong organizational and communication skills are necessary.

Southwestern University is a selective undergraduate institution committed to broad-based liberal arts and sciences education. Affiliated with the United Methods Church, has over 1203 students and a history of stude encollinent. Southwestern's endowned of more than \$136 million ranks among the highest per student of undergraduate institution in the country. The University is located in Georgetown, Texas, 28 miles north of Austra, the state capital, and site of the The University of Least.

Please sent a letter of analyzation with returned architecture mealifications, pag work.

Please sent a lotter of application with résumé addressing qualifications, pas well experience, and the names, addresses and phone numbers of three reterences to Office Human Resources, P. O. Box 770, Congetown, TX 78627-0770, Résumés should be received by April 20, 1992 for full consideration. Snuthwestern University is an Affinstivo Action, Equal Opportunity Employer.

University of Maryland College Park Libraries PRESERVATION OFFICER

The University of Maryland College Park Libraries invites applications for the position: Preservation Officer (Librarian II or equivalent). RESPONSIBILITIES: Responsible for the planning, implementation administration of a comprehensive conservation/preservation the UMCP Libraries, encompassing all aspects of materials treating the compassing all aspects of materials treating the compassing all aspects of materials treating the compassion of the ited Master's degree in Library

Science and advanced training in book conservation/preservational degree and experience in conservation/preservation. aional degree and experience in conservation/preservation.

EXPERIENCE: At least five years of progressively responsible experience in an academic or research library, at least two of which must have been at the managerial level. Extensive experience in the treatment of library materials and comprehensive knowledge of preservation issues. Demonstrate ability to plan and carry out a conservation/preservation program, working with both faculty and library staff in the accomplishment thereof.

SATARY: \$2.4.23.5 in the same section of the experience. Exception of the experience. SALARY: 334,375 minimum. Salary commensurate with experience. Excelent benefits. For full consideration, submit résumé and name/addresses of the effects of

tration of several materials budgets; provision of reference, information and other bibliographic services concerning Africa, with an emphasis on social sciences and turnantites and on the Sub-Saharan area of the continent; supervises tibrary technical staff and graduate students; serves as liataon with African Studies faculty; teaches African bibliography course. Department:

ELIZABETH CITY STATE UNIVERSITY (Search Reopened)

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(brabeth City State University (ECSU) invites applications and nominations for the positions of ASSISTANT TO THE CHANCELLOR and DIRECTOR OF UNIVERSITY RELATIONS. ECSU, an 829-acre campus, is located in the Albemarle area near the Outer Banks of North Carolina and southeastern Virginia. In addition to being in an introguing location combining history and romanic legend, facilities are available for hunting and tishing, and unlimited opportunities. The institution cannot be 1,746 students, has a full-time faculty and staff of 364 and others over 30 degree programs.

ASSISTANT TO THE CHANCELLOR

ASSISTANT TO THE CHANCELLOR

Just administrative position serves as one of the Chancellor's principal state
assistants. Responsibilities include advising the Chancellor on policy matters; serving as liaison between the Chancellor and Board of Trustees, state
agencies, committees, vice chancellors and campus/university officials;
overseeing preparation of correspondence and substantive reports, briefing
notes, presentation materials and testimony for legislative hodies for the
Chancellor. The successful candidate should demonstrate excellent communication, inter-personal, writing and analytical skills and be detail oriented. Ateminal degree in higher education administration or other related areas is peterred. Candidates with a combination of strong administrative skills and appropriate degree will be considered. idary is commensurate with experience

DIRECTOR OF UNIVERSITY RELATIONS

DIRECTOR OF UNIVERSITY RELATIONS

The Director of University Relations has prunary responsibility for the management and coordination of all internal and external communications. This position will report directly to the Chancellor and will be expected to ten b at least one course with the possibility of others as the demands of the position are determined. Must have a record of increasing responsibility in successful results oriented communication, public relations or related programs. A breadth of experience in reporting, publications, issues management, print and broadcast media relations and planning is desirable. The Director would also be allowed to engage in research with the same constraints of determining the demands of the position. A Doctorate in Communications is required. Salary is commensurate with experience. CLOSING DATE: April 15, 1992.

APPLICATION PROCEDURE: Servi nominations and/or letter of interest to: Office of University Personnel Elizabeth City State University

Campus Box 944 Elizabeth City, North Carolina 27909 Telephone: (919) 335-3252

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EOE

STUDENT UNION AND ACTIVITIES **EVENING COORDINATOR**

Responsible for management, coordination, oversight functions of evening activities, operations in University Campus Center.

Master's pref. In student personnel, human relations, or other related fields. Bachelor's req. Min. 2 years' professional exp. In facilities operations or management of student activities/programs. Exp. in supervision req. Exp. in staff training and program planning desirable. Exp. in working with diverse populations and university support services highly desirable.

Salary Range: \$25,500-\$28,000K Send résumé, names and telephone nos of three references by April 20, 1992 to: Marcia Wiener, Chairperson, Search Committee, University at Stony Brook, Stony Brook, NY 11794-3200. Resumés will be accepted at the ACU-I Conference. SUNY at Stony Brook is an affirmative



DIRECTOR OF RESIDENTIAL LIFE

Mount Hotyoke College Invites applications for the position of Director of Residential Life.

The Director of Residential Life provides educational and administrative leadership in a residential program housing 1,900 students in 18 residence halls. Responsibilities include: overseeing programming and community development activities supportive of the College's goal of integrated academic and residential programs; supervision of professional live-in staff of Head Residents; management of budget and residential data base, and involvement in a range of student afters policy issues.

Graduate degree, five years' experience in residential life, or other appropriate higher education experience, and a commitment to the values of indexes and a commitment to the values of indexes and able. Position available July 1, 1992.

Send résumé (including the names and telephone numbers of three relevances) by April 17, 1992 to: Director of Residential Life Search Committee Office of the Dean of Students

Sahma Africa include approximately 9,000 backs, 2,200 journals, 45,000 maps and 4,000 microforms. Qualifications. Required—M. L. S. from an A. L. A. accredited they school or an equivalent. In militarity with obligation revources on Africa; formarily with African book trade; compression of written French; ability to work efficitive, with a research-oriented faculty and student body; ability to work in a collection of written and the second control of the sec

and collection development; comprehension of written German and/or Portuguese; understanding of one or more major African languages. Those emphasized by the Center for African Studies are Arabic, Bambara, Lingals, Swahili, Wolof and Zulu, Besired—advanced degree or strong academic background in African Studies. Salary and Rank: Appointment at assystant, associate, or full professor. Salary \$23,500 upward depending on qualifications, experience and appointment rank. Librarians gust demonstrate excellence in job performance, research, publication and university/professional/community service in

Director of Financial Aid National University, accredited by the Western Association of Schools and Colleges. Is an Independent, not-for-profit educational institution dedicated to providing higher education opportunities leading to associate, bachelor's, master's and professional degrees for more than 10,000 career-oriented adults.

NATIONAL UNIVERSITY

The University:

The Position of Director of Financial Aid: We are seeking a Director of Financial Aid, who will report to the Vice President of Enrollment Management. The successful candidate will be accountable for managing multi-campus Financial Aid Programs with a non-traditional calendar. Additionally, the candidate will develop and implement policies and procedures to ensure compliance with Federal and State Programs.

Qualifications: Minimum qualifications include a bachelor's degree, strong leadership skills, and five years of progressive experience in a college or university financial aid environment. A master's degree is preferred, but not re-

Salary: Salary will be dependent upon qualifications. If you are interested in accepting a challenge, send your current resume with cover letter, including salary history before May 8, 1992 to

M. C. Cook Vice President of Administration National University 4025 Camino del Rio South San Diego, CA 92109

Research Director

THE FROSTIG CENTER Pasadena, California

The Frostig Center is seeking a person with expertise in learning disabilities to assume responsibility for leading our Research Department. The Center incorporates a school for LD children, a training program, and a research department. Responsibilities: completing current projects, helping to establish and defitte future projects and directions: grant writing, disseminating results; managing student data base; serving as a resource for staff and community; fostering teacher-proposed, classroom based projects; and participating as a member of the Management Team.

Qualifications: Ph.D. in Learning Disabilities or related discipline, ability to participate in all phases of research projects; evidence of scholarly activity and publications; excellent communication and organizational skills, ability to work as a member of an interdisciplinary team.

Position available Summer, 1992 Interested applicants should sand a letter, curriculum vitae, and a list of three

Bennett Ross, Ph.D. Executive Director The Prostig Center 971 N. Altadena Drivs Pasadena, CA 91107 818-791-1255

DIRECTOR OF TECHNOLOGY

Northwestern State University of Louisiana

Qualifications: M.A./M.S. required, Doctorate preferred. Major Ifelds of study preferred include instructional technology, telecommunications, broadcast journalism, television, and computer media. Demonstrated abilities in management of programs, facilities, and human resources. Demonstrated interpersonal skills. Experience in higher education in instructional technology and telecommunication annifor commercial television. Two years' experience in supervisory and/or management position. Additional experience in private sector will be considered. Responsibilities: Development, management, and promotion of Technology at Northwestern State University, delivering services to various target audiences in a broad geographic or national area. Supervision of personnel, budget, facilities, and services associated with the Center. Salary: Commensurate with education and experience. Application, Send letter of application, résumé, transcripts, three letters of recommendation, and additional references by April 30, 1992 to: Dr. Robert A. Alost, President, Northwestern State University, Natchitoches, LA 71497. Illustrative materials and résumé tape will be requested as needed from top condidates.

NORTHWESTERN STATE UNIVERSITY IS AN AFFIRMATIVE ACTION.

NORTHWESTERN STATE UNIVERSITY IS AN AFFIRMATIVE ACTION.
EQUAL OPPORTUNITY EMPLOYER

ter of application and compiler exame, with the names, addresses, and telephone numbers of five references to Allen G. Dries, Library Personnel Manager, University of Illimols Library 1U-C), 1408 West Gregory Drive, Urbana, Illimols 1801; Phone (217) 333-5494, Dendline: May 1, 1992. The University of Illinois is an Affirmative Acuon, Equal Opportunity Employer.

ployer.

Library: Interlibrary Loan/Reference Librarian. Tenuce-track faculty possition that structor/Assistant Professor, reporting to the Head of Public Services. Responsible for overall management and operation of the library's interlibrary and obscument delivery services. I FTE and student assistants; coordination of the library's bibliostraphic Instruction program: works assigned hours at the reference deak. Minimum Qualifications: ALA-accredited MLS, experience with OCLC ILL, subsystem: familiarity with ILL procedures and other document delivery systems; knowledge of trade and national bibliographic sources and networks; knowledge and interest in educations library users; ability to work effectively with colleagues and diverse cilemeter; effective written and oral skills. Additional Destrable Qualifications: 1) second master's degree in a subject field

month appointment. Send letter of applica-tion, résumé, und the names, nuklerses, and lelephone numbers of three references to: John Van Balen, Chair, Search Commit-tee, i. D. Weeks Library, University of South Dakota, 414 East Clark Street, Ver-million, South Dakota 37009-2190, Review of applications will begin May 15, 1992, and will continue until a suitable candidate is hired. Projected date of employment July 1, 1992, AA/EOE.

Library: Wayne State University Libraries.

Library: Wayne State University Libraries.

Public Services Libraria IVIII. Shiffman Medical Library. Responsibilities include serials control and reference, database searching, assisting in planning and implementing all library interclion programs, faculty liason in several medical disciplines, and supervision of the sorials/fondery operation. Mester's degree from an ALA-accredited library school required. Minimum of three years MEDL-INE and other database experience preferable. Minimum salary is \$30,000 based on experience and quadifications. Send applications and/or prominitions to Judith March-Adams, Director of Personnel and Development of non information management program, and collection sevelopment. Ja Furdy Library, Wayne State
University. Detroit, Michigan 48202. Post-tion will remain open until filled. Wayne



Athletic Director

The Wichita State University seeks nominations and applications for a non-tenure track appointment as Athletic Director. The successful applicant will be an experienced leader, administrator, and fund raiser who understands and appreciates both the student athlete and the general role of athletics at an urban university. Salary is competitive, and a bachelor's degree is required.

Currently, a university-led task force of Wichita business and community leaders is studying our entire athletic program for the purpose of evaluating the present situation and charting goals for a future sports program. The new Athletic Director should view this approach as an appropriate challenge and significant opportunity.

Wichita State is a Division IA school well known for basketball and baseball. Community support is strong for our athletic, cultural, and educational programs. The enrollment of 16,000 is dispersed in six degree-granting colleges (Liberal Arts and Sciences, Business, Education, Fine Arts, Engineering, and Health Professions) and the Graduate School. While located in an urban area, the campus maintains a park-like setting which displays our world-famous outdoor sculpture collection, has its own 18-hole golf course and University Club, and possesses a spacious physical fitness and recreation center.

With a population of 300,000, Wichita offers a pleasant mix of cultural and recreational events both urban and rural. The cost of living has remained moderate, and the area is a good place to raise a family.

Application deadline: April 15, 1992. Send letter and resume to Provost Rex L. Cottle, The Wichita State University, 1845 Fairmount, Wichita, Kansas

The Wichita State University is an AA/EEO employer.

Director of Student Development and Ethnic Diversity Affairs

Hiram College, an independent, coedinational, and selective indergraduate liberal arts college in northeastern. Ohio is seeking candidates to fill the position of Director of Student Development and Ethnic Diversity, Affairs Applicants should have a minimum of 2-5 years' experience in student affairs, preferably in residence life and/or minimum affairs; a minimum of a Bachelor's degree (Master's degree highly desirable) and possess a sensitivity to the issues of erlunc groups.

The ideal candidate for this position will possess skills as a student affairs generalist with particular skills in programming, student para-professional training, cross cultural commelling, student development theory, workshop design, leadership training, and intercultural communications. This individual serves as an advocate for minority students with ethincally diverse backgrounds and is expected to stimulate ethnic cultural diversity programs that engage the entire Huran College community. African American students compuse the single largest ethnic group on campus.

Additionally, candidates should have experience in both assessing the needs of ethnic infinority students and developing appropriate programs—especially in the areas of educational goals, academic skills, personal development, and socio-cultural needs. This individual will also be expected to assist in the and socio-culotral needs. This maintains will also be expected to assist in the formulation of appropriate grants with the Director of Corporate and Foundarion Relations. Some grants administration, where appropriate, may be involved as well. The Director reports directly to the Dean of Students Interested applications should submit a letter of application, vita, names, and telephone numbers of three references by April 15, 1992 to: Dr. Lynn Taylor, Associate Dean of Students, Hiram College, Hiram, OH 44234, Hiram College is an equal opportunity employer and encourages applications from women and infinorities.

courses, medical reference skills, unine searching experience, working knowledge of microcomputer applications, and teach ing ability. MLA certifications preferred. Applications received through June 15, 1992. Safary from \$24,000, commensurate with qualifications. Excellent benefits. Submit letter of application, returned, and the names, addresses, and telephone numbers of three references to Anne K. Robichaux, Associate Director, Lubrary, Medical University of South Carolina, 171 Ashevy Avenue, Clarkeston, South Carolina 29425-3001. EOE/AA.



Director of High Potential Program

The High Potential Program (HPP) has been in place at Saint Mary's College of California since 1973. Between 25-30 students from historically underrepresented groups are admit-ted each year into the program, which offers bridging oppor-tunities for success in an institution of higher education.

tunities for success in an institution of nigher education. Director will assess current program and develop a long-range plan; interact with a variety of college services in the process of admitting, advising, and teaching of sludents and directing the program. Requires an M.A. with Ph.D. preferred. A record of demonstrated success in administering and/or teaching in programs for at-risk student populations. Special sensitivity to the unique needs of Asian, Black, Hispanic, and/or low-income students who are first in their families to attend a post-secondary institution, excellent motivational and or low-income students who are first in their families to attend a post-secondary institution, excellent motivational and communication skills, ability to develop creative programs; grant writing helpful. Satary \$30,000 per year, dependent upon qualifications and experience. Full benefits package. Opportunity to live on campus as a Residence Hall Director. Consideration of applications will begin May 1, 1992 and continuo until the position is filled. Apply to:

Dr. Maria G. Hernandez Chair, Search Committee Saint Mary's College P. O. Box 3316 Moraga, CA 94575 (510) 631-4357

Saint Mary's College is a Catholic, coeducational, liberal arts Saint Mary's College is a Catholic, coeducational, liberal arts college of over 4000 students (2100 undergraduates), operated by the Christian Brothers, and located 20 miles east of San Francisco. Over 125 years old, Saint Mary's is noted for its Great Books/Collegiate Seminar Program, the quality of its faculty, and the beauty of its campus. An EQUAL OPPORTUNITY EMPLOYER, the College is committed to diversity and encourages women, minorities, disabled individuals, veterans, and Christian Brothers to apply. The College seeks faculty, stelf, and administrators who escouse or respect the Cathty, staff, and administrators who espouse or respect the Cath-



Adams State College

Associate Director of Extended Studies #9-01-9210

Position: In addition to day-to-day administrative operations, coordinating evening college classes, integrating third party resources (MEU, TI-IN, PSA); the associate director will represent the college in the San Luis Valley Distance Learning Project and act as grant writer for funding projects related to distance learning or extended studies. Limited teaching in education and behavioral science. Twelve-month contract

Starting July 1, 1992.

Qualifications: Required: Master's plus in appropriate field, preferably education; established record of successful scholarly schivities; excellent interpersonal skills; knowledge of and experience in public schools; experience in grant writing. Preferred: cernod doctorate; experience in college level administration, extended studies/distance learning, teaching in higher education; excellent organizational and follow-through skills.

Applications: Send letter of application, curriquium vitae with copies of all transcripts, and three letters of recommendation responsive to stated qualifications to: Mr. Phil Gore, Director of Extended Studies, Adams State College, Alamoss, CO 81102; (719) 589-7671. Screening of applications will begin April 22, 1982, and continue until the position is filled.

An Affirmative Action/Equal Opportunity Employer
Adams State College is particularly interested in applications
from woman and minorities.

Library: Head of Scrinks/Acquisitions, Satat Louis University, Flux XII Memorial Library. Assistant or Associate Professor, nuscteauce, 12 month position. Report to University Librarian. Duries: Responsible for planning, directing, and evaluating serial and muliograph acquisitious; serials control and check-in system and proceduration in Oct.C. MATSS, and in ununal sources; vendor selection and evaluation; ospenditure projection, monitoring and analysis; order, claim, and receipt of firm orders, approvals, muntographic and serial standing orders; gifts; bindery; anul services. Supervise two tion, monitoring and analysis, arder, chim, and receip of firm orders, approvals, monographic and serial stunding orders, sills blader; nut is serial stunding orders, sills blader; nut is evices. Supervise two ibranans, nine stell plus student assistants. Work closely with Coordinator of Collection Development and serve and feretur's management team; maintain current awareness of publishing and pricing trends; communicate effectively with publishers and vendous; participate in planning for integrated library system including automation of serials and acquisitions from them automation of serials and acquisitions from years' separated library system including automation of serials and acquisitions and the system of problem of the public services and breight of the problem of the public services and the problem of the move into many planning the move of the public services are received of problem orbying and anough the move into many planning the move of the public services and planning the move of the public services are received and service of problem orbying and anough the move into many planning the move of the public services and planning the move of the public services are planning the move of the public services are problem or problems. Preferences, Automated services are and acquisitions experience of probles stopped and planning the move of the public services are problems or problems. Preferences, Automated services are and acquisitions experience of probles stopped and planning the move of the public services are problems or problems. Preferences, Automated services are and acquisitions experience of probles stopped and planning the move of the public services are problems. Problems of problems are problems of the problems or problems and acquisitions are problems. Preferences, Automated services are and acquisitions experience of probles stopped and Verlinamore and Verlinamore receiption of the problems of t

Benefits include rettrement, benith and life insurance programs, inition romission, and vacation. Send réaumé, including names, addresses, and leteratione numbers of three professional references by May 8, 1992, 10: Seriols/Acquistions Librarias Search, Library Administrative Offices, Plus XII Memorial Library. Sont Lonis University, 38:30 Lindell Bustlevard, St. Louis, Missour, a 108-1302. Sent Louis University is nu Affirmative Action. Equal Opportunity Rupployer, Women, minorities, the indicapped and Vienam-ors veterus are encouraged to apply.

PURCHASING DIRECTOR University of lowa

The University is seeking a person to manage and coordinate all of the University purchasing functions. The Director ensures that the purchasing functions of the University are carried out efficiently and effectively according to all applicable rules and good practices and plans and directs the activities of the department.

the department.

Minimum requirements include a Bachelor's degree from an accredited school in Business Administration or a closely-related field, or an equivalent combination of education and experience with a minimum of 10 years' purchasing experience, including 3 to 5 years in an upper level management capacity. A thorough understanding of federal purchasing requirements is required. Describe qualifications include an MBA degree, a thorough knowledge of purchasing in a major university with a large teaching hospital and health sciences program and certification as a CPM. The successful candidate must show evidence of strong organizational, interpersonal and communication skills and a thorough knowledge of data processing systems and their application to the purchasing functions.

The Purchasing Department has a stalf of 32 persons, manages approximately \$200 million annually in purchases and is responsible for the University Travel Center. The position reports to the Director of Planning and Administrative Services. The University of lowa is a major academic and research university that receives approximately \$140 million in grants and contracts annually lowa City is a pleasant and dynamic city rich in cultural opportunities and activities. The salary will be commensurate with qualifications and experience.

Qualified candidates should send a letter of interest and resume with the Auranneu Carkinoates sciolio serio a reuer o interest and resume with the names, addresses and telephone numbers of three references to Nancy North, Assistant, Dean, College of Business Administration, 100 Phillips Hall, University of Iowa, Iowa City, Iowa 52242-1312. Candidate screening will begin April 1, 1992. The University is an Equal Employment Opportunity employer.

CALIFORNIA DEPARTMENT OF CONSERVATION

The Department of Conservation promotes the wise and productive use of California's earth resources by providing a thorough understanding of California's geology, seismology, minerals, geothermal, petroleum, and natural gas resources, agriculture, open space land and soils. Lucated in Sacramenio, this agency is currently recruiting for a top level position and invites inquiries from qualified candidates.

ASSISTANT DIRECTOR DIVISION OF MINES AND GEOLOGY

Provides operational and policy support to the Director and Deputy Director in the formulation and administration of public policy and scientific programs; directs organizational and management processes in order to achieve program and policy goals; ensures that scientifically/technically sound information is provided to public agencies and private enterprises. SALARY: \$72,200 appendix

Interested applicants should contact (916) 924-2300 to request a brochure. Résumé and references must be received no later than Tuesday, April 21, 1992 at 5:00 p.m. Posimarks will not be accepted. EOE/AA.

Cooperative Personnel Services 191 Lathrop Way, Suite A Sacramento, CA 95815



COOPERATIVE PERSONNEL SERVICES

ASSISTANT BURSAR

Tuskegee University invites applications for an Assistant Bursar. Responsible for assisting with disbursement, billing, and collection of student aid funds; assists with disbursement of agency scholarships and third party grants or advances; notifies students, parants and third parties of fees and charges; prepares statements of student sccounts and involces for parties paying the bills. Qualifications: Knowledge of computer capabilities and interface requirements; knowledge of accounting/finance; Bachelor's degree. Salary: Commensurate with training and experience.

LOAN COLLECTIONS MANAGER

Tuskeges University invites applications for a Losn Collections Manager. Responsible for supervising Federal Losn Collections; monitoring changes in Federal regulations; preparing Department of Education reports on Perkins and other losn packages; processing forms for deferments and cancellations; design forms and documents used in the losn program; review, reconcis, prepara journal entries for losn records; provide information on losns to Financial Aid Officer; prepare reports. Qualifications: Knowledge of Federal regulations on Parkins and other losn programs; background in management reporting; organizational ebility; experience in student losn collections with an educational institution, federal agency or guarantee agency; Bachelor's derate with training and experience,

Submit application letter and current résumé to Office of Personnel Services, Tuskeges University, Tuskeges, Al. 36088.

An Affirmative Action, Equal Opportunity Employer,

cooperation between the public service unit and other library units; ability to salve problems constructively; ability to meet the responsibilities and requirements of a tenure track appointment. Preferred: Second Master's degree. Prior experience in an scademic or research library, Salary: Derendent upon qualifications and experience; pininama \$40,000. Frings Benefit: A mouth's vacation; sick leave; Blue Cross' slue Shield or major medical; dental plan; group life insurance; TIAACREF retirement/armulty plan. Librarians are eligible for sabbasical leave and other research support. Applications or nominations received by April 20, 1992 will be guaranteed consideration remains open until filled. LUFUL as Equal Opportunity, Affirmation received by April 20, 1992 will be guaranteed consideration remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation remains open until filled. LUFUL as Equal Opportunity, Affirmation, 1992 villed parameter consideration remains open until filled. LUFUL as Equal Opportunity, Affirmation, 1992 villed parameter consideration remains open until filled. LUFUL as Equal Opportunity, Affirmation, 1992 villed parameter consideration remains open until filled. LUFUL as Equal Opportunity, Affirmation, 1992 villed parameter consideration remains open until filled. LUFUL as Equal Opportunity, Affirmation, 1992 villed parameter consideration remains open until filled. LUFUL is as Equal Opportunity, Affirmation, 1992 villed parameter consideration remains open

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Tuskagae, AL 36088.

Equal Opportunity Employer.

Lindianapolis, Indiana 46202-5163. Closias:
Applications or nominations received by
April 20, 1992 will be guaranted consideration. Position remains open until filled.
LIPUL is an Equal Opportunity, Affirmative Action Employer. Women and minoralists are encouraged to apply.

Library: Reference Librarian. Position ser encouraged to apply.

Library: Reference Librarian. Position ser encouraged to apply.

Library: Reference services in the auchia sciences and humamities. Participate in all reference services in the auchia sciences and humamities. Participate in all reference services in the auchia sciences and humamities. Participate in all reference services in the auchia sciences and humamities. Participate in all reference services in the auchia sciences and humamities. Participate in all reference services in the auchia sciences and humamities. Participate in all reference services (online database scorching., assistance with CD
Bold, Quilne cualog, etc.). bibliographic lastiruction, collection development for reference materials and preparation of bibliog
MARC formats. Computer skills and experience in an automated library environment. Receilent communications, organi-

DIRECTOR. SCHOOL OF PUBLIC POLICY **GEORGIA INSTITUTE OF TECHNOLOGY**

The Georgia Institute of Technology invites nominations and applications for the position of Director of the School of Public Policy This position offers an opportunity for an individual with demonstrated abilities to lead and manage a rapidly growing Public Policy program.

and manage a replany growing i time i one y program.

Candidates should possess a doctorate or equivalent in a field relevant to public policy studies, a record of significant scholarly accomplishment appropriate for a faculty appointment at the level of Professor, and a demonstrated commitment to teaching. The candidate should have leadership and administrative experience that would prepare him or her to further build a faculty and program that excell in public policy studies. related to technology and science. The successful candidate will strengthen and coordinate programs with other academic and research units within the Institute, and will initiate and expand tios with government.

Georgia Tech, a unit of the University System of Georgia, is a leading technological research university located on an attractive campus in the heart of Atlanta. The School of Public Policy is part of the Ivan Allen College of Management, Policy, and International Affairs

The School of Public Policy has a focus reflecting its role in a technological university. The School currently offers a M.S. in Public Policy, with concentrations in the fields of environmental policy, science and technology policy, telecommunications policy, and union policy and planning Degrees at the B.S. and Ph.D. level are planned for Academic Year 1992-1993. The School currently includes ten full-time and six jointly-appointed the school currently includes ten full-time and six jointly-appointed. faculty in city planning, the sciences, and engineering. The program is projected to double in size in the next five years.

We plan to identity the successful candidate by July 1, 1992, and seek to lift the position by September, 1992 or as soon thereafter as possible Women and minorities are encouraged to apply

Send nominations and applications (with a curriculum vitae and names and addresses of four references) to

Richard P. Barke, Chair Public Policy Director Search, Code CHE-76 Office of the Dean of the Ivan Allen College Georgia Institute of Technology Atlanta, GA 30332-0520 AN EQUAL EQUICATION EMPLOYMENT OPPORTUNITY INSTITUTION

-Georgia Tech-

PROGRAM OFFICER

Program on Latin America and the Caribbean

SOCIAL SCIENCE RESEARCH COUNCIL

In anneapation of further diversification and expansion of its international programs of research planning and advanced scientific training, the SSRs, unvites applications for a full-time Programs Officer to augment staffing of its Laun American program.

The Program Officer will work closely with the Director of the Lain America program, as well as with other mentlers of the Council Staff. In addition to working on topic that focus on Lain America and/or the Cambbean, the successful candidate will also bely to develop projects that involve comparisons between Latin America and other workingsions.

regions.

Specific responsibilities will include helping to coordinate fellowship competitions, planning workshops, seminars and conferences, assisting with research planning functions of the Joint Committee on Latin American Studies and other Council panels, working with professional and support staff to oversee day-to-day administration operations of the program on Latin America and the Caribbara, and mituating new programs of collaborative research and training involving scholars from Latin America and other regions. Applicants should hold a doctoral degree in the social sciences, or be nearing completion of the doctoral dissertation. While the successful confidence will have interest that range beyond any single sucial science discipline, the found is especially looking for a scholar who might help to strengthen its program in communis, geography, and sociology. Applications from moneity scholars and someon are strengly encouraged Fluency in Spanish and/or Portuguese is essential, computer literacy is strongly preferred Program management experience is desarable.

Candidates should submit a letter of apple atom, a curriculum vitae, and three letter of reference its: Program on Latin America and the Carlibbean, Social Science Beserch Council, 605 Third Avenue, New York, NY 10158.

The Council is an Equal Opportunity lamphager

raphies, guides and other hundouts. Qualifications required: MLS from ALA-accredited program; effective interpersumal and communication skills; experience or training in automated reference services, bibliographic instruction, and collection development. Qualifications desired: Undergraduate or graduate degree to a social science or humanities field; microcomputer skills, expecially troubleshooting. Rank and salary: Librarian | or || with a \$24,000 minimum. Generous benefits package which includes immediate tuition waiver for self and dependents. Review of sensition of social science of the sensition of the sen graphic instruction, and collection development. Qualificationa desires! Undergraduate or graduate degree in a social science or humanistes field, microcomputer skills, especially troubleshooting. Rank and salary: Librarian | or | | with a \$24,000 minimum. Generous benefits package which includes immediate tuition waiver for self and dependents. Review of applications will begin May 1, 1992. Please forward resume and names, addresses, and telephone numbers of three 13) references its Melonie Hughes. Administrative Associate. Howard-Tiltun Memorial Library, Tulane University, New Orleans. Louislann 70118. Tulone University san equal opportunity, stiffma-

plications received by May 1, 1992, will end alven first consideration.

Library/Computer Services: Reference Librarian/Computer Services Coordinate. Remaining Computer Services Library Inc. University of Louisville has an attractive cultural life and is consistently rated one of the most liveable cities in the U.S. The University Libraries system consists of nichraries including the Health Sciences Libraries of Modification of Modifi

Arkansas Department of Higher Education

The Arkansas Department of Higher Education is accepting applications for the following positions:

RULLETIN BOARD: Positions available

ASSISTANT DIRECTOR FOR PLANNING AND ACCOUNTABILITY ASSISTANT DIRECTOR FOR PLANNING AND ACCOUNTABILITY
This position reports to the Associate Director for Planning & Research.
Responsibilities include developing the statewide higher education master
plan and institutional plans for the state's technical colleges; managing the
State Higher Education Office of Accountability, including developing
measures and reports of student performance and other institutional activity;
managing a systemized database of student records; recommending policy
changes relevant to planning guals and accountability reports. The successful
randidate will have the equivalent of a master's degree (doctorate preferred)
in a quantitatively-oriented field, plus five (5) years of progressively responsible experience in policy analysis, higher education administration and related responsibilities.

COORDINATOR OF TECHNICAL EDUCATION PROGRAMS

This position reports to the Deputy Director of Technical Education and will be responsible for management of rechnical education program approval process for thirreen (13) colleges. It will provide leadership in policy development relative to curriculum design and instructional content, strategic planning in development/expaussion and upgrading of 1-2 year occupational programs, coordinating the establishment of programs in continuing education and business outreach. A master's degree in technical, vocational, or higher education is required with a minimum of five (5) years of experience in development & administration of occupational programs and providing educational and training services to business and industry.

Candidates should send letter of application, résumé or curriculum virue, and the names, addresses and telephone numbers of three references. Please addrate the position of interest on the envelope and letter by addressing

Arkansus Department of Higher Education 114 East Capital Little Rock, Arkansus 72201 Attention: Patsy Paladino, Personnel Manager Search process for the above positions has been extended and will remain open until the positions are filled. EQUAL OPPORTUNITY EMPLOYER



Coordinator of Minority Recruitment

Connecticut College seeks a highly motivated, imaginative individual to play an unportant role in all aspects of the Admis-sions Office with particular responsibility for the recruitment of minority students. Strong writing and speaking skills and a will-ingness to handle considerable responsibility are needed, as well as the personal presence necessary to represent effectively the values of an undergraduate liberal arts education. The ability to respond to the concerns and interests of the minority community at the College is crucial.

This position will be at the Assistant or Associate Director level, depending upon the experience of the successful applicant. Send a letter of application, resume and names of three references hy Apral 30, 1992 to:

Connecticut College

Director of Human Resources 270 Mohegan Ave., Room 111-C New London, CT 06320

Connecticut College is an Equal Opportunity/Affirmative Action Employo

coupling departmental statistics. Edits Library newsletter. Participates in collection development. Works on special projects as sugged. Works on evening a week and scational weekends. Qualificarrons: Research—ALA-scredited Mil.S: online straining and/or experience in Big. DIALOG, or MEDLARS; caperince with integrated library systems such a NOTIS. Knowledge of merocomputers, LMs. compact discs and their use in libraries, including teaching patrons to use OFACS, CD-ROMS and/or end user competence of the compact discs and for an academic for and interpretational skills. Preferred—kells effects after the computer and information technology. tion of the following areas of expertise is desired: Foundations of Library and Infor-mation Services, Library Managemen, Collection Development, Academic Li-Reference, Public Librarlanship, Children's Librarlanship, School Librarlanship, and Information Storage and Retrieval. Qualifications: Demonstrated ability to retote current research to librarless and information science or a related field is required. A master's degree in library and information science is preferred but not required. Teaching experience in library and information science is preferred but not required. Teaching experience in library and information science is preferred but not remitted. Appointment is expected at the Assistant Professor level in a non-leasure track position beginning 16 August 1992. Salary will be commenciate with experience and Sometic naturation. Awareness of trends ground and the problems and information technology. It is an and safety: 22 days' leave, island professor level in a non-tenar rack position beginning 16 August 1992. Salary will be commensurate with the applications for the carbon position. Faculty and commensurate with the applications from the University of Arizona and experience. Salary will be commensurate with the applications and experience. Salary will be commensurate with the applications and experience. Salary will be salary to a national scale. The same excellent frings benefits accorded a permanent reaching is normally available. Submit reaching benefits and an application, factor, provided with the position. Submit reaching is normally available. Submit reaching benefits and cover letter addressing particular areas of owners and phone numbers of three references. Submit reaching benefits of a position and applications and applications and applications. Faculty and the submit reaching the formal provided with the position. Submit reaching is normally available. Submit reaching the formal prov coployer.

IllustyDislance Education: The University of Asizona, Tuscon, Arizona The Oradusal University of Asizona, Tuscon, Arizona The Oradusal University School aceks a hishity motivated individual to teach in its video-based disaccedure program. The position is so-tenure track and is year-to-year, consistent of individual who understands and an individual who understands and information capitalizing evaluation and university of technology in library and information capitalizing the proposition of the program in the School's highly stoppans and the potential of a third course to be unagent in video mode. A combination of the potential of a third course to be unagent in video mode. A combination of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the potential of a third course to the program of the program of

Brinative Action Employer.

Library Law: Head Reference Librarian. Villanusa University School of Law Library invites applications for the position of Head Reference Librarian. The Head Reference Librarian handles complex reference questions, coordinates expanding reference service projects with other reference fibrarians, shares the responsibility of teaching first year legal research classes, participates in evening and weekend reference duty rotation, and assists with collection development. Requirements: An MLS from an ALA accredited birary school, a J.D. from an ABA accredited w school, substantial law library experience, knowl-

Indiana Memorial Union Indiana University

PROGRAM ADVISOR

The Indiana Memorial Union invites applications for the position of Program Advisor with the Indian Memorial Union Board of Directors. The Indiana Memorial Union is a complete college union serving the needs of the Bloomingion campus community of Indiana University. The position reports to the Assistant Director for Program Services and is a twelve month, administrative

Job Summary: Responsible for advisement of assigned Union Board Directors, their program areas and committee volunteers. Plans leadership retreats, classes and seminars for students involved in the organization. Assesses student developmental needs and implements action steps to allow maximum growth in students assigned. Is considered a program resource person to program areas of the Board.

Qualifications: Master's Degree in College Student Personnel or related field is preferred, Bachelor's Degree is required. A strong background in college unions, student activities, and programming is desirable. Must be flexible, a good communicator, work well with college students, and be able to articulate and implement the "College Union Idea" in a major university Salary: \$21,000.00 Starting Date: June 15, 1992

Application Process: Applications should include a letter of interest, résumé, and three letters of reference. Letters of application must be post-marked by April 24, 1992. To apply, send materials to: Mr. Rich Macek Human Resources Management 400 E. 7th Stree Indiana University Bloomington, IN 47405

Indiana University is an Affirmative Action, Equal Opportunity Employer

CHAMPLAIN C O L L E G

Director of Continuing Education

Dynamic, well-organized person to coordinate, plan, & implement Evening Division, Summer Session, Computer Seminars, and satellite programs in entrepreneurial setting. Experience in marketing, advising adult students, budget management, program development, and staff supervision. Strong communication skalls, computer literacy, and ability to work with diverse constituences is necessary. Master's degree required plus 7 years of progressively responsible experience in continuing education, preterably in a small college environment.

CHAMPLAIN COLLEGE is a majorizety flow in the literature of the continuing education. experience in continuing education, preterably in a small college environment.
CHAMPLAIN COLLEGE is an independent, financially strong college with 1408 full-time students and over 200 faculty and staff. Champlain is one of the largest institutions in Vermont; its treshmen class is second in size only to that of the University of Vermont. The College enjoys a reputation for intering high-quality, career-oriented programs. The College is widely known as a vigorous axid dynamic institution and, while prefrontinantly a two-year college, has currently implemented four-year programs in business management and in accounting. The College is located in a cluster of renovated Victorian mansions in Burlington's historic Hill District overfooking Lake Champlain Institute of the Champlain Institute of th

in Burlington's historic Hall District overlooking Lake Champlain. BURLINGTON, Vermant's largest city, is situated on Lake Champlain between New York's Adirondacks and Vermont's Green Mountains in a rapidly growing urban area of 125,000. Six colleges, including the University of Vermont, are located here. Burlington offers exceptional cultural and recreational opportunities: New York, Montreal, and Boston are easily accessible; several major ski resorts are located in the area; and Lake Champlain, the nation's largest lake outside the Great Lakes, provides excellent boating, swimming, and Inshing. The public school systems in the Burlington area enjoy a national reputation for excellence.

Send resume, cover letter, and NAMES of 3 references by April 24th to Ootly Shaw, Personnel Director, CHAMPLAIN COLLEGE, P. O. Box 670, Burlington, VT 05402, EOE.

DIRECTOR OF LEARNING ENHANCEMENT CENTER

Indiana University at Kokomo is seeking a Director for its Learning Enhancement Center (LEC) The primary functions of the LEC are to tutor al-risk students and to administer diagnostic placement tests. In managing the LEC, the Director will supervise staff, create and implement a student progress evaluation system, provide statistical and narrative reports, establish progress, conduct workshops, and manage the budget. Other important duties include assisting faculty in enhancing their teaching of a diverse and challenging student body.

Qualifications: A doctorate in adult education, educational psychology or rela-Qualifications: A doctorate in adult collection, educational psychology of rele-vant discipline. Demonstrated success as a teacher, involvement in program and curriculum development, experience at the administrative level in a learn-ting center. Appropriate experience includes placement testing, evaluation, assessment, budget management and supervision

Compensation: Competitive and excellent frings benefits. Indiana University at Kokomo, located north of indianapolis, is one of eight Indiana University campuses. Total campus enrollment is approximately 3,800 full- and part-time students. All students are commuters, and a large percentage are working adults over age 25,

To apply send a letter of application, resume, and names and telephone numbers of three references to: Shirley Wilson, Director of Personnel, 2300

Lithuanian Studies: Professor or Associate Professur Itenured) of Lithuanian language and iterature for the Distinguished Profes-sorship of Lithuanian Studies. The Chair has been endowed by the Lithuanian Works Community Educational Fund. Minimum

Management: Indiana University of Penasylvania, Department of Management, College of Business. The Department of Management at IUP invites applications for two tenure track faculty positions starting Fall 1992. The positions involve teaching both undergraduate and graduate courses in the

DIRECTOR OF LIBRARY INFORMATION SYSTEMS

The Library IS Director provides leadership for the information systems functions throughout the University Library system and serves as a member of the Library Administrative Council (the senior management group of trie University Library). The IS Director participates at the highest levels in planning and leads in the design and execution of ercellent and easy to use academic information processing, access and delivery systems which are linked with university network, other campus informational utilities, and with important external computerbaces. The IS Director also serves with serior University computing managers and the Associate Deans for school computing in high level planning for campus wide academic computing

The Library IS Director reports to the Vice Proyest and Director of Library. The IS Director supervises a staff of about none F.T.E. in conventing the Library's long term vision and plan into information communication and management Information systems which will retult in more effective and efficient study and research by the university community.

DUTIES:

. Provides leadership in planning, design, implementation. support and evaluation of all Library automated systems

 Manages staff clearly, collegially and smoothly. Manages financial and electronic resources for optimal cost and functional benefit

Provides for the design, coordination and support of computer

laboratories throughout the Library system - Serves as principal Library representative on university Library, and external committees and working groups.

 Scans the technology and Library environments for systems and information services advances, and continuing input of potential improvements in information systems

QUALIFICATIONS:

A B.A in a relevant subject field (e.g. computer science, information science, electrical engineering) is required. An advanced degree is highly describe. At least 7 years of relevant expenience required, including experience in leading an innovative project. Knowledge of universities, research libraries, and their information systems proferred. Evidence of excellent interpersonal, management and communication skills is required, as well as skill and case with teamwork, collaboration and negotiation is required. Familiarity with open systems design and standards, client-server applications, microcomputer and CD applications preferred. A combination of experience with both maintrame and microcomputer applications. IBM and UNIX-based operating systems is preferred. Familianty with library integrated systems is desirable

$-\mathbf{SALARY};$ Commensurate with qualifications and experience.

Please send a letter of application that illustrates how your background and experience meet the duties and qualifications of the position. Also, please send a resume and salary history, plus the names, addresses and telephone numbers of three references to: Edna Dominguez, Library Personnel Administrator, Van Pelt-Dietrich Library Center, 3420 Welnut Street, Philadelphie, PA 19104-6206. Applications received by April 30, 1992 will receive first consideration. We will continue to accept applications until the final candidate is selected. The UNIVERSITY OF PENNSYLVANIA is an affirmative



DIRECTOR OF BUDGET

University of California, Santa Cruz

The University of California, Santa Cruz is recruiting for a Budget Director within the Critice of Planning & Budget, which supports the Chancellor in the areas of a culentic capital, enrollment, and financial julaming, policy analysis, and financial station. The incumbent will consult with, and advise, the principal anademic and administration of the campus, as well as management and student advisory groups. Report Group, lifetime of the campus, as well as management and student advisory groups. Report Group, identify major issues related to the campus' resource allocations and utilization, prepaid reports, analyses, and recommendations; provide the highest level of stat assistance associated with complex local planning programs; direct analytical and support stationally and the Budget unit. Requires knowledge of general accounting pinniples and economic theory; demonstrated managenal and supervisory experience; high degree of originally, adaptatiste, and the abidity on address a wide rande of problems and projects; good oral and written communication skills; presontation skills with the abidity to understand and present complex budgetary information; ability to propose and analyse systems solutions for financial information needs; a strong communicent to meeting altitrumic action goals and enfancing staff diversity. Contact 408t 459:2011 for cray of complete job description & requirements. Refer to Job \$92-02-09. Salary connectionates with qualifications and experience. Excellent benefits package: attractive working environment in a bountful setting overlooking the knowledge substations/résumés, salary lustory, and the names, addresses, and telephone numbers of three references must be received by 417/92 at the UCSC Personnel Office, 102 Communications Bidg. Santa Cruz, CA 95064.

areas of production and operations management, human resources nanagement and stratesy/holey. The candidates are also expected to emage in research and university starvice. Safary and make with ecommensurate with qualifications and experience. The applicant should have an aeraed doctorate in business administration/management or be near completion of the dearce frum an accredited program. Condidates should have specialized knowledge in at least one of the desired areas and also be able to teach in one other area. Applications must include a resume or curicular vitas, the names, current addresses and telephone numbers of two referees, one of whom must be your current employers/superylor. Please send to Dr. John N. Orite, Chair of the Scarch Committee. Department of Management, 107 McZibnoey Hell, Indiana University of Pennsylvania, Indiana. Pennsylvania 15705. Review of applications will begin April 15, 1992, and continue until the positions are filled. UP is an Affirmative Action. Equal Opportunity Bapployer and activety seeks applications from women and minorities.

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Student Affairs **Positions**

Loyola University, a Catholic, Jesuit Institution of 5 (00) students, seeks qualified applicants for the following positions:

DIRECTOR OF JOSEPH A. DANNA CENTER & STUDENT ACTIVITIES (Position #SA-1)

The Joseph A. Danna Center, a facility of 110,000 sq. ft., was opened in 1983. The Director is responsible to the Vice President for both the pregrammatic and business and operational aspects of the Center, to include supervision of the University Dirints Sarvice, the University Books one shops located in the Center Mall, and development and supervision of over 100 student organical students.

Qualifications: Minimum of an advanced degree in College Student Personnel or a related field. Minimum of seven years of full-time, diversified experience in the college union field and/or significant experience in other areas of ligher education administration.

Interviews will be conducted at the ACU-I Conference. Applicants should indicated if they will attend ACU-I.

ASSISTANT DIRECTOR FOR RESIDENTIAL OPERATIONS (Position #8A-2)

Loyola houses 1,070 students in three campus residence halls with a student stuff of Resident Assistants and Desk Assistants. The Assistant Director resides on campus in a furnished apartment leader in one of the three residence halls The Assistant Director for Residential Operations is responsible to the Director for the operational aspects of the residence halfs to include physical plant maintenance, supervision of the Hall Reception Desks and the supervision of the summer housing program to include conferences

Qualifications: Master's degree in College Student Personnel or related field preferred. Minimum of two years of full-time professional experience in a residence half staff position. Good organizational skills, strong attention to detail, and computer literacy required.

For either position, please send a letter of application and detailed résumé of relevant professional experience to

h:nployment Coordinator Position # Loyola University, Box 16 New Orleans, LA 70118

APPLICATION DEADLINE: APRIL 15, 1992

LOYOLA IS AN EQUAL EDUCATIONAL OPPORTUNITY UNIVERSITY AND AN AFFIRMATIVE ACTION EMPLOYER

DIRECTOR OF LIBRARIES

The Director is the chief administrative and academic officer for the Mercy College Libraries, reporting directly to the Provost and Vice President for Academic Affairs. The Director is responsible for the Main Library, three Branch Libraries, and services to extension sites, including nine correctional facilities. The Director is responsible for the professional development of the library faculty and staff (10 full-time librarians, 17 full-time support staff, and additional part-time stall), as well as the development of collec-tions and academic services for over 5,000 undergraduates non and academic services for over 5,000 undergraduates and 1,000 graduate students in liberal arts and professional programs. Qualifications include a record of professional activity, research, and publications, experience in management and budgeting, and proven ability to prioritize and adapt to change. An earned doctorate is preferred. Salary is in the

The appointment is effective June 30, 1992. Applications should include a letter, resume, and the names of three references. Please address applications and nominationato: Search Committee, Director of Libraries, Mercy College, 555 Broadway, Dobbs Ferry, New York 10522.

MERCY COLLEGE Equal Opportunity Employer m/I/Dis

Mass Communication: Two positions in Department of Mass Communication, James Madison University. Position #1: To teach computer Integrated instruction in corporate media curricultum. Teaching background desired in ony or all of following: integrated media design, media information gathering, desktop multimedin, interactive video, Preference silven applicants with professional experience in these or other contemporary communication or classifications. Maintunglo a technologies. Teaure itack. Terminal degree or ABD required. Communication technologies. Tequired frock. Terminul degree or ABD required. Foolition #2: To teach and assist in developing telecommunication curriculum for management of voice, data and image networks. Teaching duties include courses in new technologies, network design and management, and/or financial analysis in telecommunication. Proference given to application. Proference given to application with professional experience in telecommunication. Proference given to application with professional experience in telecommunication industry (engineering. Communication and the professional experience in telecommunication industry (engineering. Communication valide, design, and the numes, addresses, and efter contemporary communication technologies. The position has an annually renewable contract for up to three years. Master's degree designed, PLD. or teaching the professional telephone mambers of 3 references, put immedia, interpated medial design, and the numes, addresses, and telephone numbers of 3 references, put immedia, interpated medial design, and the numes, addresses, and telephone numbers of 3 references, put immedia, interpated medial design, and telephone numbers of 3 references, put interpated of the production of a master's degree deviation of makes of the production of related medial may be a production experience, preduction and experience, a professional technologies, and the numes of Mass Communication and experience in interpation of the numer of the numer of 3 references, put 3 letters of recommunication and strength of the numer of the numer of 3 references, put 3 letters of recommunication and strength of the numer of the numer of 3 references. Put 3 letters of recommunication and strength of the numer of the numer of 3 references. The numer of the numer of 3 references, and telephone numbers of 3 references. Put 3 letters of recommunication, which is a supplication profession of the numer of 3 references. The numer of the numer of the numer of 3 references. The numer of the numer of 3 referenc

ployer.

Both positions are available Fail, 1972. Salantes based on qualifications and experience. Complete application will include leiter of application, current resume, three letters of reference. Deadlines: May 4. Address materials to: Dr. George Wead, Department of Mass Communication, James Madison University, Harrisonburs, Virstn-19 22807. EOAA employer.

Mass Communication: The Department of Mass Communication in Department of Mass Communication and Fine Arts at New Mexico Highlands University is seet.

RESEARCH COORDINATOR **UCLA BUSINESS ENTERPRISES**

Reporting to the Director of Research Training and Development, implement division's research and development efforts including assistance of managers in identifying information needs and developing research plans in response; designing survey and other research procedures; collecting, coding and analyzing data; writing, presenting and interpreting technical reports; making planning recommendations from data and participating in planning efforts.

Position requires skills in writing concise, togical, analytical and technical reports; data analysis with proficient working knowledge of computer statistical analysis, especially SPSS/PC; and designing and implementing quantitative research instruments and qualitative research procedures. Ability to analyse data; evaluate programs; interpret information to convey consequences and recommend courses of action; establish and maintain cooperative working relationships to province quality or up to province quality. courses of action; establish and maintain cooperative working rela-tionships to produce quality group work; guide and direct actions of others; and speak formally and informally to individuals and groups to provide information, explain procedures and persuade others. Skill in resigning and representing statistical data on graphs, tables and charts and comprehending and interpreting information from all forms of graphical data. Graduate coursework in research, statistics or evaluations preferred.

Salary: \$3, 150-\$4,725/mo. To apply, send resume and cover letter detailing qualifications for position to Peggy Sundstrom, UCLA Business Enterprises, 270 Defieve Dr., Los Angeles, CA 90024-1367, UCLA, Advancing Excellence Through Diversity.

Staff Consultant

The Utali Supercomputing Institute has a position available for a Staff Consultant with experience in statistical analysis in large data bases.

Consultant with experience in statistical analysis in large data bases. Such a person should have a B S, degree in statistics or related field (a master's degree is strongly preferred), at least 5 years of statistical consulting experience, knowledge of at least one of the major statistical packages (IMDP, SAS or SPSS), and experience in the management of large data sets. The applicant must be able to understand data structures and relational database software. The candidates should be familiar with the VM and UNIX operating systems. Familiarity with the MVS operating system is desirable, but not required.

The successful candidate will be responsible for the coordination of the current USI activities in Statistics as well as to develop a long term strategy for USI in this field. Such a person must be able to converse with all types of faculty, students, and staff. The applicant must also be able to "educate" users in statistical techniques through regularly scheduled workshops and seminare.

The person chosen for this position will report to the director of the Utah Supercomputing Institute and will be responsible for the training and supervision of the USI help desk consultants regarding statistical problems. He will be responsible for the selection of the statistical software to be She will be responsib acquired for the USI.

A letter of application, a curriculum virae and three professional letters of recommendation should be sent to Shirley Watkins, Personnel Department, 101 Annex, University of Urah, Salt Lake City, UT 84112; no later than briday, May 1, 1992. The University of Utah is an Equal Opportunity, Affirmative Action Employer.

Director

MBA Program in Health Services Management

UNIVERSITY OF DALLAS **GRADUATE SCHOOL OF MANAGEMENT**

The Graduate School of Management offers MIJA programs in eleven specialized fields, one of which is Health Services Management. Eighty-four students are currently enrolled in this part-time evening program. The Director is a full-time member of the GSM faculty who supervises the program's curriculum and teaches three courses. He'she also recruits and advises students, and provides liaison between the University and health care organiza

Applications should meet these requirements

a Ph. D. In a discipline related to Health Services Management, or an M.D. degree; plus
 experience in the management of health services organizations, or related consulting experience; and
 teaching experience in this field, preferably at the graduate level.

applicants are invited to send their résumés to: Dr. Saul W. Gelleman Dean, Graduate School of Management University of Dallas 1845 E. Northgate Dr. Irving, TX 75062-4799

The University of Dallas is an equal opportunity, coeducational Catholic institution of higher learning in a suburban location ten minutes from Dallas/ Fort Worth International Airport.

62650; telephone 217-479-7016, Deadline is April 10. AA/EOR.

Mathematics: College of the Redwoods in Burcks, California, geeds Math Instructor. Pull sime tenure track position on the best-life. See the Section 10.

run inter tenure unter position on me occupital Pacific North Cosas. \$25,122 to \$44,038. Starts August 13, 1992. Application deadline: April 17, 1992 (by 15:00 PM). Obtain application manterial: Personnel Office, 7351 Tempkins Hill Road, Burcks, California 93501, (707) 445-6850. EOE.

Mathematics: The University of Wisconsin-Stevens Point is currently seating one visiting faculty member to teach undergraduate mattenantics matter education required. Send reament and seating one visiting faculty member to teach undergraduate or mathematics of teachers of teaching and event of the property of the prope

Director

Center for the Performing Arts

UCLA seeks a Director for the Center for the Performing Arts, an internationally recognized program serving the academic and educational goals of the University and providing outstanding cultural programming armities for the community. Reporting to the Dean of the School of the Arts, the Director of the Center is an important leadership position in

The Director will provide imaginative and creative leadership in the development of the Center's program, insuring that the program reflects and enhances the campus' curricular goals and professional activities, and is responsive to the diverse cultural and artistic milieu of the campus and

The Director must bring a sense of excitement and vision to the program. enriching the campus and community in support of the mission of academic excellence at UCLA. Essential qualifications include broad experience and knowledge of a variety of artistic disciplines, including the multidisciplinary and multicultural performing arts; experience in the collaborative development of programs integral to educational and professional programs in a university environment; a significant and successful background in development and fundraising activities, and significant management experience in a major, competitive metropolitan

Applications and nominations should be submitted by April 25, 1992 to Screening Committee, Director, Center for the Performing Arts, clo Marsha Fractor, 3109 Murphy Hall, University of California, Los Angeles, 405 Hilgard Avenue, Los Angeles, CA 90024-1407. Aff. Act. Emp. UCLA. Advancing Excellence Through Diversity.

UCLA

ST. SCHOLASTICA

COUNSELING CENTER DIRECTOR

The College of St. Scholastica has reopened the position of Counseling Center Director. The Director will administer staff, budget, services, and program development for the Student Development Center and also provide personal counseling and career development service. Requirements: Master's degree required, Ph.D./Ed.D/Psy.D. In counseling or related field preferred. Licensed or eligible for Minnesota licensure. Two years previous administrative experience and five years' exporience in counseling/clinical work. Experience in presentations/teaching/workshops and placement/career planning (preferably a generalist who can understand diversity of programs and relate to a variety of people). Computer experience, preferably with statistics software such as S.P.S.S. Send lotter of application, resumé, three professional references, and salary history to the Personnel Department, College of St. Scholastica, 1200 Kenwood Avenue, Duluth, MN S5811. AA/EDE.

The College of St. Scholastica is a small, coeducational, Benedictine college which seeks to integrate liberal learning with professional preparation. The College offers both graduate and undergraduate programs. Located on the shores of Lake Superior, Duluth, Minnesota serves as a regional medical and retail center and as a haven for outdoor enthusiasts and vacationers.

struction possible. Will also assist with curriculum development, transfer articulation, and student advising. Required: M.S. In Mathematics and two years' college teaching experience or quivalent. Preferred: Doctorate. Community college experience. Experience teaching calculus and differential equations. Experience with use of technology to support mathematics instruction. Competitive salaries and excellent benefits package. Screening of candidates will begin on April 1, 1992; the position will remain open until a candidate is selected. Position contingent on funding. To apply, send letter of application and résumé, names and telepione numbers of three references lo: Dr. Pegay Peterson, Dean of Arts and Sciences. Washington State Community College, 710 Colegate Drive, Marketta, Onio 45730. EEO.

Mathematics: Eastern Arizona College.
Math Instructor. Salary: \$24,087 to
\$38,350. Closing Date: Open until filled.
Position Starting Date: August 17, 1992. An
Boust Opportunity. Affirmative Action

uest of Academic Affairs, Thatcher, Arizona 8552, or phone 602-428-820.

Maihematics: Instructor or Assistant or Associate Professor. Nine-poonth, full-time, teaure track. Effective date: August 17, 1992 depending upon funding. Salery: \$13,743-\$33,072 depending on education and experience. Qualifications: Master's desire in Mather appropriate Master's to teach ansigned classes in Maihematics and Physical Science. Successful teaching experience, preferably at the post-secondary level of education. Demonstrated ability to work effectively with students of diverse backgrounds, abilities, and interests. Demonstrated ability to work effectively with students of diverse backgrounds, abilities, and interests. Demonstrated ability to work effectively with fellow faculty members. Ability to teach mathematics and introductory courses in Physical Science such as Physica, Rarth Science, etc. Preferred qualifications: Demonstrated excellence and enloyment of teaching lower division math and physical science classes, willingness to work cooperatively with achool districts and appropriate agencies. Willingness and ability to work with nonmath college faculty, both academic and vocational, to enhance quantitative skills across the curriculum. Demonstrated ability

ty and experience with individualized lastruction and a willingness to individualize instruction. Willingness to design appropriate vocational mathematics classes and to adapt college-level mathematics conress for vocational students. Familiarity with use of computers in math instruction. Willingness to work with alternative methodologies of instruction such as distance delivery. Ability to teach statistics, Application procedure: Submit letter of application, résumé, grade transcripts and the names and telephone numbers of thres professional references to; Personnel Services, University of Alaxias Sombesst, Keichikan Campus, 7th and Madison, Ketchikan, Alaska 99901; (907) 225-6177, Coring date: Application information must be received at Ketchikan Campus, 97 24, 1974. An Equal Opportunity, Affirmative Action Employer.

matics Paculty. Franklin University, as credited by the North Central Association, is an urban, non-resident institution which serves a diverse student population. The serves a diverse student population. The community-responsive education for serves on and career development. Sacclines in teaching and University is filling a full-time position in mathematics stating in the position in mathematics stating in academic year 1997-1993. The auccessing candidate will be a expected to teach a wide range of mathematics courses supersistency of mathematics courses supersistency of mathematics courses supersistency of mathematics courses and the professional curricular. Relevant Master's degree and teaching experience required. Ph.D. and proven knowledge-sapplication before any other professional curricular experience required. Ph.D. and proven knowledge-sapplication before any vita postmarked no later than large terminal professional curricular of the pedagogues preferred. Seed application before any vita postmarked no later than large terminal professional curricular supersistence of the professional services of the professional services. Personnel Department—FFF-Franklin University, 201 South Grant Avenue, Columbus, Ohio 43215. Equal Opportunity Employer M/F/D.

RITLLETIN BOARD: Positions available

UNIVERSITY of DUBUQUE

DEAN OF THE SEMINARY/ UNIVERSITY VICE PRESIDENT

The University of Dubuque Theological Seminary, founded in 1852, a seminary of the Presbyterian Church (USA), is seeking applications for the position of Dean of Seminary and Vice President of the University. Minimum qualifications include an earned doctorate or its equivalent; appropriate adminintrative background; and education and experience requisite for faculty rank in the Seminary. Ordination in the Presbyterian Church (USA) is required.

The successful candidate should be a person who can relate effectively to the Presbyterian Church (USA), its leadership and governing bodies; to those in the Church for whom traditional values and spiritual formation are important; and to the larger ecomenical community which is served by the Seminary. He/ she must share the overall commitment of the Seminary to preparation for parish ministry and to a global perspective on logical education; and be supportive of its Rural Ministry. as well as Native American and Methodist programs. He/she must be prepared to work in a university context in close cooperation with the University of Dubuque College of Liberal Arts. The applicant must bring demonstrated administrative expertise to the position, including strong leadership skills combined with an open collegial style, as well as excellent planning, management, budgeting and communication skills. He/she must also play a major role in fund-raising and public relations for the Seminary

Applications are now being accepted and will be reviewed until the position is filled. Send letters of application and resumes, including the names of at least five references to:

President John J. Agria The University of Dubuque 2000 University Avenue Dubuque, Iowa 52001-5099 Irmative-action, equal-apportudty emplo

ASSOCIATE DIRECTOR. SCHOOL OF NURSING (Head of Articulated Associate & Baccalaureate Completion Programs)

Ball State University Muncie, Indiana

Ball State University is weking applicants for a fiscal year, tenure-track position as associate director, School of Nursing and administrative head of the articulated associate and baccalaureate completion programs. Currently, the School of Nursing has a new state-supported associate degree program, an NLN accredited baccalaureate completion program, an ILN accredited generic baccalaureate empty an NLN accredited master's program, and an ANA accredited continuing education program. There are 51 faculty members, the School supports the University's mission of excellence in teaching, research and service. Minimum Qualifications: Bachelor's degree in nursing, master's degree in mursing and ABD/doctoral degree in nursing or related field; evidence of scholarly and professional achievement; demonstrated successful experience in associate and/or baccalaureate degree nursing. Rank and salary are commensurate with education and experience. Review of applications letter, vita, and official transcript for terminal degree, and the names, addresses and telephone numbers of three professional references with whom artilitated within the position is filled. Send applications begins immediated within the past year to: Dr. Phyllis Irvine, Director, School of Nursing, College of Applied Sciences and Technology, Ball State University, Muncie, Indiana 47306-0265. Review of applications begins immediately and will continue until the position is filled. Ball State University is an Equal Opportunity. Afternative Action Employer and is strongly and actively committed to diversity within its community.

as combination of teaching, relevant work reparence and scholarly activity. Will back courses at all levels, from developments and the consideration will be sent to applicants with background in developmental mathematics or quality assurace and statistics. Salary and rank depends upon credentials. Deadline for receipt of application materials is April 24, 1992 should letter of interest, résumé and tames, addresses, and phone numbers of the references to: Elizabeth A. Wood, though Resources Officer, Broume Cummonly Collega, P. O. Box 1017, Binghamton, New York 13902, BCC specifically interest and encourages upplications from some and minorities. AA/FOE.

dishematics: University of Wyoming, Deputation of Mathematics: Applications are interested to the property of a tenure track appointment at the level of adultant or associate professor. The successful applicant will work in a multidiscitancy research group to interface when applicant will work in a multidiscitancy research reports include a Ph.D., strong research again include a Ph.D., strong research apparatus, and indications of teaching disciplinations, and indications of teaching the programs, and indications of teaching the programs, and indications of teaching the programs, and indications of the programs, and indications of teaching the programs, and indications of teaching the programs, and indications of teaching the programs, and indications and the control of the programs of t

Mathematics Mathematics Instructors. Identification of the Mathematics Instructors. Identification of the Mathematics Instructors of the Mathematics Instructors be-facing Fall Obster. 1992. A Master's de-gre in Mathematics, Mathematics Educa-tors in related technical field is required, techniq experience in mathematics or re-lated areas desired. Submit a letter of appli-

cation, résume, numes of three professional references and official transcripts to Human Resources, Minneapells Community Coltree, 1501 Hennepin Avenue, Minneapolis, Minnesota 55403, For more information curtact of 12-341-7002. Deudline: April 6. MCC is an Affirmative Action. Equal Opportunity Employer.

Mathematics/Physics: Full-time position in liberal arts college open for individuals qualified to teach college mathematics through calculus und an introductory physics course. Applicants should have a Ph.D. in mathematics with at least 18 graduate hours in physics, individuals with a Ph.D. in physics are encouraged to opply as well. Raub, and balary commensurate with backreasts and salery commensurate with back-ground and experience. Send curriculum vitue fincluding at least three references to Dr. Rebecca Watson, Vice President for Academic Affairs. Virgina Intermont Col-lege, 1013 Moore Street, Bristof, Virgina 24201-4298 Review of applications will be-gin April 13. VI is an equal opportunity em-player.

Player.

Medicline: Texas—OC/Bil: pediatrician in critical care medicine in an academic setting in Houston, Texas. Level of appointment commensurate with experience. This is a tenure track appointment. Candidates must be committed to clinical care, teaching, and must have research interests. Candidates must have or be eligible for a Texas license. Please send curriculum vitae and list of references to Department of Pediatios. UTMSII, P. O. Bux 20708, Houston, Texas 77225. The University of Jexas is an equal opportunity employer. Women and minutaties are encouraged to apply.

Medicine: The University of Nebraska Col-igne of Medicine. Department of Pediar-rics, is seeking a BC/BE neonatologist as Division Chief for the Joint University Divi-sion of Newborn Medicine. Applicants should have demonstrated competence in teaching, patient care, and tesearch. Rank

STATE COUNCIL OF HIGHER EDUCATION FOR VIRGINIA

Coordinator for Affirmative Action (Higher Education Coordinator B) Salary Range: \$35,977-54,930

The Coordinator of Athrmative Action has responsibility for the coordination and administration of a number of activities under the statewide Affirmative Action plan and conducts studies on student characteristics, demographics, and policy issues. This individual has primary responsibility for overseeing a series of programs promoting the recruitment and retention of a diverse undergraduate and graduate student body. The Coordinator develops guidelines for the preparation of the affirmative action plans of the state-supported colleges and universities, reviews the plans, monitors their implementation, and assists in the preparation of annual reports on the outcomes of the plans.

The Affirmative Action Coordinator also direct or protecting in shullous estimators.

The Affirmative Action Coordinator also directs or participates in studies as assigned. The Coordinator is expected to work in teams with academic programs, finance, facilities, and research staff; and with representatives of central agencies, institutions, and legislative committees

A terminal degree is desired, along with extensive experience in administering affirmative action plans or programs at the state or institutional level. Strong organizational, analytical, and communication skills also are required. Excellent writing and editing skills are mandatory. Ability to use PC-based or mainframe statistical packages (SAS), spreadsheet programs (LOTUS 123), and word-processing software (Wordperfect) will be viewed fevorably.

The deadline for applications is 5 00 p.m., Friday, May 1, 1992 Please send cover leller, résumé, and names of three references t

Mary Herndon Administrative Staff Specialist State Council of Higher Education 101 N. 14th St. Richmond, VA 23219 AN EQUAL OPPORTUNITY EMPLOYER

Assistant Director of Financial Aid

A full-time, non-unit professional position

A full-time, non-unit professional position.

RESPONSIBILITIES: Assist the Director of Financial Aid with the administration of all Federal, State and Institutional Financial Aid Programs Particular emphasis placed on the processing, awarding and payment of Pell Grants Mass State Scholarships and Federal and State Loan Programs. Other duties will include, review of financial aid files; participation in packaging of financial aid awards; toan courseling; computerized needs analysis and Pell Grant Processing utilizing Pell Link Program; financial counseling with students; assisting with enrichment management activities as they relate to the financial aid process; and other duties as required for the efficient operation of the Financial Aid Office.

QUALIFICATIONS: A Bachelor's Degree required, Master's Degree pre-lerred, in Business or a related area. Two to three years' financial aid experi-ence required. Ability to relate to diverse student population, excellent oral and written communication skills, and ability to cooperate in the planning and implementation of the goals of the Division of Student Services are essential SALARY: \$28,000 to \$34,000 per year, plus benefits.

TO APPLY: Letter of interest and resume must be postmarked no later than April 17, 1992. Three letters of reference and original college transcripts required. Apply to:

Nancy Ferguson, Director of Human Resources MOUNT WACHUSETT COMMUNITY COLLEGE 444 Green Street Gardner, MA 01440

Mount Wachusett Community College is an Affirmative Action, Equal Opportunity Employer, which actively seeks to diversify its worklorce

STUDENT ACTIVITIES/ **COLLEGE UNION**

Assistant Director for Programs of the Setzer Student Center, Lorner University, Beaumont, Texas. Responsible for all student programming by the Student Center Council and for need assessment, planning, designing, budgeting, implementing, and ovaluating programs and nervices for a tiverse student population. Council is charged to provide community-building programs which onbance the educational experience of students and which fill their social, recreational, and cultural mods. Responsible for designing and implementing leadership and skills training experiences and programs for Council leaders and volunteurs. Performs in other student life programs as assigned and as appropriate. Reports to Director of Student Center. Salary negotiable, commensurate with experience. Position available now. Candidates must possess a Master's degree in an appropriate field; must demonstrate strong verbal and written communications skills; must have demonstrate experience in working effectively with individuals and groups: and must demonstrate a strong commitment to co-curricular and mullicultural programming. For full consideration, letters of application, resumé, and the pames, addresses, and telephone numbers of three references should be postmarked no later than April 3, 1992, to Lamar University Human Resources Office, 1030 East Florida, Beaumont, Texas 77710.

and salary commensurate with experience.
Send letter of inquiry, current curriculum vitae, and letters of recommendation to Bruce Buchler, M. D., Professor and Chairman, Department of Pediatrics, University of Nebraska Madical Center, 600 South 42nd Street, Omaha, Nebraska 68198-2165; 402/559-5700. Position will be posted in April and remain open until position is filled. The University of Nebraska is an Affirmative Action. Equal Opportunity Employer, Minorities and women are encouraged to apply.

aged to apply.

Medicine/Cardiology: Texas - bc Pediatric Cardiologist to be Division Chief of the Division of Pediatric Cardiology at the University of Texas Medical School, Houston, Texas. Level of appointment and tenure commensurate with academic credenilats. Candidate must have administrative, clinical, and research expertise and be interested in building a premiter division. Candidates must have or be eligible for a Texas license. Please send curriculum vitae and list of references to Department of Pediatrics, UTMSH, P. O. Box 20708, Houston, Texas 77225. The University of Texas is an equal opportunity employer. Women and minorities are encouraged to apply.

School of Medicine

University of North Dakota

EXECUTIVE ASSOCIATE DEAN

FOR ACADEMIC AFFAIRS AND RESEARCH

The University of North Dakota School of Medicine Invites applications and nominations for the position of Executive Associate Dean for Academic Affairs and Research. This individual is responsible for co-ordination and facilitation of programs in the general areas of teaching, research and cumulation. The individual will have executive responsibilities to work closely with the Associate Deans of Student Affairs and Admissions, Undergraduate Medical Education and Veterans Affairs. Also, heishe will work closely in the supernation of and carrying to completion the construction of new research and educational buildings for the School of Medicane.

Candidates must have an earned doctorate (i.e., M.D., Ph.D., Ed.D.), be qualified for the faculty rank of full professor and have a proven record to teaching or research in the biological sciences and/or medicine, and have a record demonstrating experience in medical school administration, preferably in academic affairs and research.

Responsibilities of the position include but are not limited to

Coordinating and facilitating the development of seminar, fecture and other modes of presentation for faculty, which allow them to experience newer methods for the offering of academic programs
 Coordinating and lacilitating the delivery of school wide curricular offerings.

Ings

Providing faculty experiences in communication technologies (e.g., elec

I multi information retrieval, nature computer applications in teaching and research and the use of interactive video.

Eimphastiany faculty development programs which will loater new teaching and research expenences.

Developing a profile of research activity in the School of Medicine.

Assisting in the development of information and support inschaolisms to stimulate research proposals to external granting agencies.

The University of North Dakota School of Medicine is an Affirmative Action

Nominalions and applications are desired by April 20, 1992, and should be sent directly to:



EDWIN C. JAMES, M.D. Dean, University of North Dakola School of Medicine 501 North Columbia Road Grand Forks, ND 58203 Telephone (701) 777-2516



DIRECTOR

African American Education Office

The University of Wyoming seeks an immediately tenurable individual with a doctorate for the Director of the African American Education Office, located in the College of Arts and Sciences. The position will be a 12-month, tenure track appointment, with academic rank to be held in an appropriate department within the University. Duties include assisting in recruitment and retention activities; providing academic and support services for African American students; llaison elforts between the African American community and UW; assisting in the development of African American curriculum at UW; teaching and research; coordination with Athietics and Student Services; obtaining external funding for the program; and working with African American student groups. Candidates must have their doctorate; substantial direct knowledge and experience with the African American community; experience with academic services, counseling, and support services is preferred; excellent interpersonal, written, and oral communication skills; with experience in grant writing and administration is highly destrable. Salary will be commensurate with qualifications/experience. Please forward a letter of application, curriculum vitate, and the names, addresses and phone numbers of three references to: Oliver Walters, Chair, African American Search, College of Arts and Sciences, University of Wyoming, P.O. Box 3254, Laramie, Wyoming 82071-3254; (307) 766-4104. Application review with begin May 1, 1992. AA/EEO Employer.

United States. Send résumés to Illinois De-partment of Employment Security, 401 South State Street-3 South, Chicago, Ill-nois 60650; Attention: S. Lindsey, Refer-ence Nurmér: V-IL-4913SL. Na calls. An employer paid advertisment.

employer paid anvertisment.

Metallurgical/Materials Engineering: Faculty Position: Metallurgical and Materials Engineering, Michigan Technological University is adding one or more faculty in tenure-track positions. The doctoral degree is required; anlary and rank are dependent upon back ground and experience. We are seeking persons who have the potential to develop atrong programs of teaching and aponsured research in materials, materials processing or minerals processing. Applicants are enouraged to respond as soon as possible but applications will be received until the positions are filled. Qualified mplicants should apply to: Professor L. A. Heldt, Department of Metallurgical and Material's Engineering, Metalgan Technological University, Houghton, Michigao 4933-1-293, Michigan Technologoal Uni-versity is an equal opportunity educational Institution, equal opportunity employer.

Medicine/Cardiology: Director of Cardiac Graphics. Perform transcaphageal echocardiography with pacing, pharmacological stress echocardiography may be paint part of the part

mysoyer.

Museum Ariministration: Assistant Director for Research and Collections. The Smithsoman institution invites applications for the rosition of Assistant Director for Research and Collections for the Arthur M. Sackler Gallery and the Freer Gallery of Art, Washington, D.C. This is a Senior-Level (SL.) rosition in the Federal civil service with a selary range of 577.080 to \$112,100 get annum. The incumbent is responsible for the management of museum programs related to scholarly research, as well as curatorial affairs including collections management, acquisitions planning, conservation, and publications. Although each museum has its own collection, both are devoted to the acquisition, study, conservation, interpretation and exhibition of Asian art the Freer Gallery also include; a collection of Amorican art). Candidates must have proven managerial and administrative stillars. trative ability; scholarly attainment in the field of Asian art or art history with knowledge of an Asian language; and demonstrated ability to organize and develop museum collections and arthylishum of Asian or

Music: Linfield College seeks a teacher-ad-ministrator sensitive to the unlose potential for superior music instruction within the naturing environment of an outstanding residential liberal arts college. Tenure track macasur invei expected, molessor rank considered. Required are (a) doctorate in music, (b) evidence of successful tenchina, leadership, and organizational and admini-trative experience, (c) strong formal backs, ground in music theory-composition, (d) understanding, commitment, and sensitiv-ity to broad-based music curricula includ-ing lazz and comparcial elements. and fe-

Dean of Human Resource Development **Brookdale Community College**

Letters of application and nomination are invited for the position of Dean of Human Resource Development. The position is responsible for all aspects of personnel administration, hiring, salary and compensorial aspects of personner administration and will play a major loadership role in human resource development planning. The position is a senior level administrator reporting to the President and is a er of the President's Cabinet.

Brookdale is a nationally-recognized institution completing twenty-live years of dedication to total student development and community service. Having completed its first year with a new President, Brook-dale seeks an individual committen to progressive human resource leadership in a two-year college setting who will participate in Brook-dale's development into the twenty-first century.

Brookdale is an innovative and comprehensive open-admissions, two-year college offering A.A., A.S., and A.A.S. degroes and certificate programs in approximately 60 academic areas. The campus is located in an altractive area of Monmouth County, New Jersey, 50 miles south of New York City. The county's population is diverse, and the College or New York City. The county's population is diverse, and the College maintains four community tearning centers which provide education to the urban communities of the county. The College enrolls approximately 13,500 credit students (7,300 FTE) and 21,000 students in noncredit programs. Brookdale employs approximately 1,300 full- and part-time staff.

MINIMUM QUALIFICATIONS
 Master's degree in Personnel Administration or related field with significant emphasis in labor relations, arbitration, wage and sate-ry administration, benefits management, collective bargaining and contract management, NLRA, AA/EEO, and other related hu-

n rosource areas man resource areas.

Six years of prograssive experience in personnel administration or employed relations is required.

DESIRED QUALIFICATIONS ESIRED QUALIFICATIONS

• Personnol work and experience in higher education setting.

• Knowledge of government regulations relevant to AA/EEO.

• Familiarity with in-service and staff development training.

• Knowledge of and experience with computerized personnel and

tointed business systems.

• Direct involvement in collective bargaining negotiations. APPLICATIONS

The review of credentiats will begin on April 20, 1992, and will continue until the position is filled. Nominations and applications should be

Dr. Websier B. Trammeil, Chair Human Resource Devolopment Search Committee Brookdele Community College Newman Springs Road Lincroft, New Jersey 07738

All inquiries, nominations and applications will be held in the strictest confidence. Brookdate Community College is an equal opportunity, affirmative action employer, and actively seeks nominations of and applications from minority and femalo candidates.

ASSOCIATE DEAN OF STUDENTS

The CUNY Medical School/Sophie Davis School of Biomedical Education is seeking an individual with interest/experience in undergraduate medical education to serve as Associate Dean Students. This position is an administrative appointment of Students. This position is an administrative appointment with primary responsibility for the administrative aupervi-sion of student support scrvices. These include but are not limited to: financial old, disciplinary matters, counseling, off-campus housing, academic advising, student government and ciub activities.

Successful applicant will hold a Mastor's degree in Educa-tion or health related disciplines and at least 8 years experience in higher education; a Ph.D preferred. Experience working with highly motivated students in a multi-ethnic urban set-ting is desirable. Must possess skill and analytical ability to recommend effective education policy and formulate ap-propriate acadomic support systems; experience in supervi-sion of professional staff and budget administration as well as knowledge of grant writing desirable; experience in or knowledge of health professions highly desirable.

Salary range is \$76,226 to \$92,228, commensurate with qualifications and experience. Applicants should submit curriculum vitae, and references by June 5, 1092 to: Dean Stanford A. Roman, Jr., M.D. The City University of New York Medical School, The Sophie Davis School of Biomedical



The City College of New York New York, New York 10031 An AA/RO Employer M/F

Music: College of the Redwoods in Eureka, confidentia, needs Music Instructor. Full lime tenure track position on the beautiful Pacific North Coast. \$29,122 to \$44,058. Starts August 13, 1992, Application deadline: April 17, 1992 tby 5:00 p.m.). Obtain application materials: Personnel Office,

studio teaching competence. Low brass specialization preferred; other applied arcos such as keyboard or string considered. Responsibilities include ocademic and despisopment and teaching of a music department at work to improve student recruiting, curriculum, growth and success in enrollment, academic development, and fixed management. Submit letter of application addressing the qualifications obove, three letters of recommendation sent directly to Liniled, and transcripts of college and university work, to Dean Kenneth P. Good-rich, Linfeld College, McMinnville, Oregon 97128. Screening begins April 27, 1992.

Music: College of the Redwoods in Eureka, 78 pitfornia, needs Music Instructor. Full Professor, Barnet of Atosic or application of the diverse artistic and exception of the diverse artistic and sequence in higher education; experience in figure activation with the coordination of the diverse artistic and activations skills. Provide musical, scholarly, educational, and administrative matters of the future; proposition of the Department for the future; activation of the diverse artistic and activation skills. Provide musical, scholarly, educational apport as well as a long-range vision of the Department for the future; and the Department of Atosic, lawites applications for the Department of Atosic, lawites applications are calculated. Full Professor Tanged Doctorion for calculations of recurricular activations and creative activative and tracking activations at the Department of Atosic, lawites applications for the Department of Atosic, lawites applications for the Department of Atosic, lawites applications of Atosic College of the Redwoods in Eureka, and the Professor Tanged Doctorion activation and the Department of Atosic, lawites application activation and the Department of Atosic, lawites application a

PURDUE UNIVERSITY CALUMET Hammond, Indiana

Applications and nominations are invited for the position of: DEAN OF THE SCHOOL OF LIBERAL ARTS AND SCIENCES Starting Date January 1, 1993

The School of Liberal Arts and Sciences includes eight departments: Behavioral Sciences. Biology, Chemistry and Physics: Communication and Creative Arts; English and Philosophy; Foreign Languages and Literatures; History and Political Science: and Mathematics. Computer Science and Statistics. Associate, baccalaureate, and master's degrees are offered in 35 i areas. The School also includes the Child Care Center, the Family Studies Center, the Gerontology Center, and Women's Studies. Full-time faculty in the School number 124 (F91). Located in Haramond, Indiana, a sulumban metropolitan area adjacent to Chicago, PUC is a comprehensive commuter university of 9,000 + full- and part-time students.

The successful candidate will have the following characteristics:

I. an earned doctorate in a discipline within the purview of the School. an earned doctorate in a discipline within the purview of the School.
 a record of personal academic accomplishment at the University level commensurate with appointment to the faculty at the rank of Professor, and with demonstrated excellence in each of the following areas:

 a teaching, as evidenced by awards, textbook publication, course/curriculum innovation, etc.
 b scholarship, as evidenced by refereed publications, juried shows, reviewed public performances, etc.
 c artiministrative service, as evidenced by successful prior service as a deep retrieval public performances.

dean or in chairing and academic department. demonstrated commitment to excellence in academic programs at

all levels.

4. a commitment to making higher education accessible to the culturally diverse constituencies served by PUC.

5. a commitment to maintaining a campus environment that is welcoming and nucluring to a student body with diverse background and open services.

preparations.

On a commitment to facilitating innovative faculty activities intended to foster enhanced learning experiences for students, and to promote faculty development and professional growth.

The commitment to community partnerships to promote and enrich education, commerce, industry, culture, the arts, the professions, and

Applications must include: a letter of application including a personal statement of qualifications; a statement of the applicant's philosophy of academic administration in an urban university: a curriculum vitae; and names, actidresses and telephone numbers of five professional references. Review of applications will begin on April 15, 1992. Send materials to:

Professor Dennis M. Barbour, Chair LAS Dean Selection Advisory Committee 308 Lawshe Purdue University Calumet Hammond, Indiana 46323-2094

Purdue University Calumet is an Equal Acce

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COLLEGE CHAPLAIN

Hamilton College seeks candidates for the position of College Chaplain. The Hamilton College seeks candidates for the position of College Chaplain. The Chaplain is responsible for assessing and responding to the spiritual needs of the campus community and providing averues for community outreach, including advising the student community service organization (HAVOC), administering the budget for the Chaplaincy, coordinating joint activities with the Catholic and Jewish Chaplains, and seeking ways to increase ecomenical understanding. The Chaplain will have primary responsibility for ministering to the religious needs of the Protestant community on campus, and will provide counseling on matters of fath and conscience to members of the community, support and advise student groups, and share with other Chaplains in officiating at all-College ceremonial functions.

The Chaplain reports to the Dean of Students, and is a member of the Student Life Division. Desired qualifications: Ordination in a Protestant denomination, previous experience working with college-age students, strong skills in pastoral counseling, and a demonstrated commitment to community service. A 10 month administrative appointment, salary is commensurate with qualifications and automatically strong fications and experience.

Hamilton College, chartered in 1812 and located in Central New York, is a highly selective, coeducational, independent, residential, liberal arts cullege, with 1650 students, and is an Affirmative Action, Equal Opportunity

Nomination or application, résumé, and the names of three references, should be sent to Jan Coates, Dean of Students, Hamilton College, 198 College Hill Rd., Clinton, NY 13323 by April 17, 1992. Women and minorities are particularly encouraged to apply. The preferred starting date is August 1, 1992.

CLARK ATLANTA UNIVERSITY

DEAN SCHOOL OF EDUCATION

Clark Atlanta University is seeking a dean for the School of Education. The dean is the chief administrative officer and academic leader of the School and reports directly to the Provost. The dean is expected to give leadership to the Instructional, grantswriting, research and service activities of the School and influence decisions on faculty recruitment and resource allocation to build effective programs. The dean is also expected to establish partnerships with educational and business leaders and government officials to enhance the quality and resource base of the School's programs.

base of the schools programs.

Quall fleations: Earned doctorate in a field of education. A record of successful experience in teaching, educational management and leadership at the college/university level. Major administrative experience in public education will be favorably considered. Knowledge of accreditation requirements and experience in leading self-study exercises for both state and national accrediting agencies. Applications will be reviewed beginning April 1. Closing date for applications and all supporting documents: April 17.

Please send letters of application, vita, and three recommendations or names, addresses and telephone numbers of three references to: Dr. Edward Irons, Chair, Dean of Education Search Committee, Wright Hall, Clark Atlanta University, Allanta Co. 2014.

Department: coordinate and support out-reach activities between the Department and the community and public schools: le-cluding student development and recruit-ment; possibly force in the areast of exper-tise of the candidate. Applications must in-



Chesapeake College P. O. Box 8 Wye Mills, MD 21679

Counselor

This is one of two counseling positions which provide educational, personal and career counseling to a diverse student body. Counselors provide initial academic advising to new students, teach college survival courses as well as provide work shops of general interest. The counselors will assist with off-campus advising and reculting as necessary. Related duties include program developation, and recruiting as necessary. Related duties include program administrative assistance as well as college committee participat Required: Master's Degree in Counseling, student services or closely related tield

Desired: Minimum of 5 years of prior experience working with students (preferably at a community college level) and a program record of initiating a wide range of workshops and services. The ideal candidate will possess significant prior experiences in advisement and assessment and student affairs administration

Salary: \$31,294 to \$48,548, with a starting salary not to exceed \$39,940, subject to final budget approval, and dependent upon qualifications and expertence. Liberal fringe benefits.

Associate Dean for Business and Technology

Chesapeake College has an opening for Associate Dean for Business and Technology. The Associate Dean will be responsible for overseeing the administrative, budgeting and academic duties of the Business and Technology cluster. Required: Master's degree in business or technical field; teaching and administrative experience in career and technology education; evidence of leadership in career and technical education.

Desired: Earned doctorate in business or technical fields; teaching and administrative experience in career and technical education in community colleges; prior

trailive experience in career and technical education in community colleges; pror experience in developing tech-prep programs.

Salary: \$42,810 to \$66,412 with a starting salary not to exceed \$54,637, subject to final budget approval, and dependent upon qualifications and experience. to man duager approval, and dependent upon quantitative supported, regional community college offering 36 liberal arts and sciences, technical, and career programs. Located on 170 acres on Maryland's scenic rural Eastern Shore, Chesapeake College is only an hour away from Baltimore and Washington, D.C. and is easily accessible by U.S. Route 50.

Submit letter of interest and resume, stating position applying for, to: Mrs Shirley C. Patchett Personnel Department Chesapeake College P. O. Box 8 Wye Mills, Maryland 21679

For primary consideration, résumés should be postmarked by April 16, 1992. However, position will remain open until filled. Candidates who are considered for an interview must furnish a copy of all transcripts at time of

Female and Minority applicants are encouraged to apply

DAYTONA BEACH COMMUNITY COLLEGE DEAN OF ARTS AND SCIENCES

Daytona Beach Community College is a multi-campus comprehensive community college serving approximately 10,000 students. DBCC seeks a Doan of Arts and Sciences

to oversee soven academic departments, providing colege preparatory through university parallel courses in the libera arts leading to the Association in Arts degree. In addition to responsibilities for budget development faculty development and evaluation and curricular oversight.

the dean will assume a leadership role in the following objectives identified in the college's Strategic Plan: - Review and revision of developmental courses an

programs;

Review and revision of the core curriculum;

Creation of an environment which supports and
promotes cultural diversity among faculty, staff
and students, and in the curriculum.

Candidates should have the following minimum qualif - An earned doctorate; - Successful administrative experience in an

academic setting; - Successful teaching experience, preferably at a

Salary is low to mid 60's

Applications must include a cover letter and resume with names, addresses and phone numbers of three references. Closing date is April 30, starting date, August 1, if possible.

Minority applicants are strongly encouraged to apply.

Interested applicants please submit resume to: Human Resources Department, DAYTONA BEACH COMMUNITY

COLLEGE, 1200 Volusia Ave., Daytona Beach, FL 32114.

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sgency. Applications may be received at any time. Review of applications will commence April 24, 1992, and will continue until the position is filled. Send application materials to: Jane Baldwin, Secretary to the Dean, Attention: Music Chair Search Committee, College of Fine Arts, University of New Mexico, Albuquerque, New Mexico 87131-1411. The University of New Mexico is an Equal Opportunity, Affirmative Action Institution. Women and minorities encouraged to apply.

Music Assistant Professor of Music, tenure-track, beginning August 1992. Direct
concert and show/jazz choirs; dependent
on candidate's strengths, duties may also
include: teaching class plano, music appreciation, music theory/electronic studio, interdisciplinary arts, directing musicals. Record of teaching excellence and MM required, doctorate preferred. Music program has two full-lime faculty positions,
offers minor in music, sponsors well-supported performing groups. Salary range:
23,000-526,000. We are actively secking
minority candidates. Send letter of application, graduate transcripts (copies), resume,
letters from three references, names and
rhone numbers of at least three additional
references (no lapes), to: Dr. Hugh Nichola, Doan of Arts and Sciences, Lewis-

Adéoès.

Music: Assistant Professor of Music Ifai of 1992), Visual and Performing Art Department. The Assistant Professor of Music Ifai of 1992), Visual and Performing Art Department. The Assistant Professor of Music with Land Courses in Basic Musician Ship, Music Appreciation, Instrumental Music, Music Therary and Music with Children and Special Topulations. Additional responsibilities include helping to establish a major in the areas of arts management and music therapy; working with faculty members in the Departments of Art. dance and drams in planning curriculus and coordinating artistic events and standard and coordinating artistic events and standard dense and drams in planning curriculus and coordinating artistic events and standard standard standard standard for supplication in standard Ferformance or equivalent experience in conducting at the college location of the Conducting at the college location and experience. Deadling for spelication and experience. Deadling for spelication April 30, 1992. Contact: Professor William Street, Sprinaffield (Ollege, 263 Aléa partment, Sprinaffield (Ollege, 263 Aléa Street, Sprinaffield, Massachusells (110). An equal opportunity educator and employer.

Clark State College, Lewiston, 83501. Application screening begins April 30; position will remain open until filled. AA/EOE.

BULLETIN BOARD: Positions available

DEAN

GRADUATE SCHOOL OF MEDICINE

THE UNIVERSITY OF TENNESSEE MEDICAL CENTER AT KNOXVILLE

The University of Tennessee Medical Center at Knoxville, a major component of the statewide patient care, education and research programs of The University of Tennessee, Memphis, invites applications and nominations for Dean of the Graduate School of Medicine.

The Graduate School of Medicine and the 602-bed University Memorial Hospital comprise The University of Tennessee Medical Center at Knoxville. This Center originated in 1956 as The University of Tennessee Memorial Research Center and Hospital. Since its origin, it has been an active tertiary care center. It has a free-standing basic science and clinical investigation research facility. The faculty of the Center is active in both graduate and under-graduate medical education, offering both residencies in most medical specialties as well as core and elective clerkships.

The Graduate School of Medicine was established by the University's Board of Trustees in 1991 to be the academic home for approximately 150 full-time faculty physicians, dentists and basic scientists who are located at the Medical Center. The Graduate School's primary missions are in graduate medical and dental education and in clinically relevant

The Graduate School has academic departments of anesthesiology, family medicine, internal medicine, medical biology, obstetrics and gynecology, oral and maxillofacial surgery and general dentistry, pathology, pediatrics, radiology, and surgery.

The Medical Center is located at the foothills of The Great Smoky Mountains National Park In East Tennessee, adjacent to the primary campus of The University of Tennessee and approximately thirty-five miles from Oak Ridge National Laboratory. The beautiful East Tennessee community offers superior accommodations and opportunities to enhance the quality of any lifestyle.

The candidates must have an M.D. degree and be qualified for the rank of Professor. A strong record of research and teaching accomplishment with substantial academic administrative experience is desired.

Applications from women and minority candidates are encouraged. Candidates are invited to send their curriculum vitae and names and addresses of three references to:

> **Dean's Advisory Committee** Edward Buonocore, M.D.



1924 Alcoa Highway, Box U-105 Knoxville, TN 37920

Deadline for applications is July 1, 1992. The University of Tennessee is an Affirmative Action/ Title IX/Section 504/ADA Employer.

tetter of application, résume, official transcription and personal parts to coordinate music studies in adepartment offering a major in performing area possible for conducting the University Chirus and Celebration Singers show choir, Will work closely with theater and and conduction of musical theater and and conducting the University, Walle Theory and studio voice background wide teaching, choral and access with varied should powers a strong deafer to work with elingers, actors and access with varied should powers a strong deafer to work with elingers, actors and access with varied should powers a strong deafer to work with elingers, actors and studios with varied should powers a strong deafer to work with elingers, actors and most and the varied should powers a strong deafer to work with elingers, actors and position at Instructor or Assistant Dida preferred. Business and performing Arts Department, position at Performing Arts Department, position and Performing Arts Department, like Marycrest University, 1677 West has strong barycrest university and performance in the proposition of the production and performance and accessed by April 24, 1992 for production of the production of the production and performance and access the production of the product

Makin Concert and Jazz Band Director. Essure frack position beginning August, 1992, Master's degree required, doctorate the free degree required, doctorate tion especiance preferred. Responsibilities to the degree preferred and the degree to the degree of the degree of the degree to the degree of the degree of the degree to the degree of the degree of the degree of the degree of the degree to the degree of the degree

Music: Coordinator of Music Studies for in-tensied Performing Arts Program. Techyo-dayyerset University is seeking an ener-site and enthusiastic individual with a strong interest in musical theatie and per-forming arts to coordinate music studies in services of population, resume, official tran-toripts of undergraduate and graduate adi-sections.

gin on April 21, 1992. FOEAAE.

Music: McMurry University. College of Arts and Sciences, Denatment of Music. Director of Bands. Qualifications: Earned ductorate or ABD preferred, Master's required Demonstrated successful high school and college teaching experience. Hrass specialist (low or high brass) preferred. Duties: Administer all phases of a comprehensive band programs. Youdio and classytoom teaching in related areas. Rank: Assistant Professor. Compensation: Tenure track, 10 month contract, salary negotiable. Applications Deudline: April 15, 1992 or until position is filled. Interviews and conducting auditions are tentatively to be held the week of April 27, 1992. Application Procedure: Send résume, transcripas, references from the source, audit or cassette tapes of personal performance and as a conductor. James A Render, Chair, Department of Music, Box 698 McMurry University Station. Abilene, Texas 79691.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND

Sir Wilfred Grenfell College VISUAL ARTS/ART HISTORY

Sir Wiltred Grentell College, Memorial University of Newfoundiand, invited applications for a feature track appointment in Art History to begin in-parental resolution of the successful Candiolate should be able to teach counters in an history survey, current issues and concern and several of the following Resultsiance, Candian, Modern, 17th and 18th centuries, Applicants should, preferably, have the Ph.D. and teaching experience at the post-secondary level, although candidates with the MA.A may be considered Rank and salary dependent upon qualifications and experience in accordance with the Collective Agreement.

The College teaches the first two years of Alemoral University's Aris and Science curriculum and otiers a Bachelor of Fine Aris degree. Planning is underway for the expansion to four-year define granting status in Aris and Science. It is located in Newtoundland's west coast city of Corner Brook with excellent recreational and collural lacilities and has a population of \$11,000.

A letter of application with a curricu-lum vitae. The names of three refer-ences should be sent for Professor Mi-chael Coyne, Head, Department of Visual Arts, Memorial University of Newtourist, and Professor Newtourist, and Newtourist, and Professor Struck, NF, A2H 6P9. In accordance with Canadian lumigra-tion requirements, this advertisement is directed to Canadian chizens and per-manent residents of Canadia.

eadership Opportunities

STATE

CENTER

K COMMUNITY

COLLEGE

DISTRICT

in Central California

ASSOCIATE DEAN OF INSTRUCTION Academics - Kings River Community College

MINIMUM STANDARDS: Includes a master's degree. Criteria include extent of teaching experience, extent of experience as a department chair or coordinator, extent of experience developing and revising curriculum; extent of experience assigning. monitoring, supervising, and evaluating faculty.

THE DIVISION: The Associate Dean of Instruction, Academics, will be responsible for the following departments: English/Foreign Languages, Fine Arts and Social Science, Physical Education and Recreation, and Science and Math. The four departments have 42 fulltime and an average of 60 adjunct faculty members.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an

Sturting Date: 7/1/92 Filing Deudline: 4/20/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

Vanderbilt University ASSISTANT DEAN FOR **ADMISSIONS AND MINORITY** AND WOMEN STUDENT AFFAIRS

Duties: Coordination of admissions process for 42 graduate departments and programs—supervising a three-member staff and working with all directors of graduate studies, recruiting graduate students, and reviewing applications. Administrative responsibilities for minority fellowship programs—attending regional and national meetings, coordinating campus programs, writing graints and reports. Student affairs/support—counseling students and working with graduate student groups. Possibility of teaching in the successful candidate's field.

The Graduate School

Qualifications: Ph.D. required, preferably in an arts and science discipline. Starting Date: August 1, 1992.

Applications (including curriculum vitae and references) should be received by May 1, 1992. Materials should be submitted to: Kay Hancock, Information Officer, The Graduate School, Vanderbilt University, 411 Kirkland Hall, Nashville, Tennessee 37240.

Vanderbilt University is an Equal Opportunity, Affirmative Action University. Women and Minorities are Encouraged to Apply.

CASTLETON STATE COLLEGE

Associate Academic Dean

Twelve-month administrative appointment. RESPONSIBILITIES: Assists the Dean in the daily administration of the academic programs of the College; works with faculty members, committees and departments on curricular and other academic matters; solves student academic problems, oversees a variety of academic administration functions including the coordination of the basic skills program. QUALIFICATIONS: Applicants must have an earned doctorate in the liberal arts; at least 5 years of college-level teaching; some administrative experience desirable. The successfur candidate will have strong interpersonal skills and the ability to relate effectively to a wide variety of students and faculty. BEGINNING SALARY RANGE; \$27,600-\$30,000 depending on qualifications, and excellent fringe benefits. Review of applications will begin on April 15, 1992. Send letter of application, résumé and three letters of reference to: Dr. Joseph T. Mark, Academic Dean, Casdeton State College, Castleton, VT 05735.

ming August, 1992. Specialty: choral/seneral music. Certification in Kodaly and/or Orff desirable. Doctorate required, Teach undergraduate/graduate music education acourses, supervise stitdent teachers, and conduct community chibiters of chore. Secondary area: applied voice/piano desired. Shorter College is a private, four-year, code, liberal arts college affiliated with theorigin Baptist Convention. Send resume and three professional references to Dr. Alan Wingard, Chair, Fine Arts, Storter College, S13 Shorter Avenue, Rome, Georgis 30165. EOE.

Nursings Dynamic, creative faculty sought for tenure track positions in NLN-accordited master's program in rural university. Mester's in nursing and earned doctorate in nursing or related field required. Clinked specialist background in family or mental health nursing preferred, maternal-child.

references from the source, audio or casseite tapes of personal performance and as
a conductor. James A Rennier, Chair, Department of Music, Box 668 McMurry University Station, Abilene, Tetas 79697.

Music Education: Shorter College—Assistant Professor in music education, begin-

SEARCH RE-OPENED

THE COLLEGE OF SAINT ROSE

The College of Saint Rose toyites applications and nominations \log_{20}

Dean of the School of Math and Sciences

The College of Saint Rose is an independent college, committed to the liberal arts and to professional programs. The College recently reorganized into four schools: Arts and Humanities, Business, Education, and Math and Sciences. The College serves 2,400 undergardante and 1,200 graduate students. The 120 full-time faculty are student-oriented and are dedicated to the teaching-learning process. The College is pleasurily located in the culturally rich and diverse Capital Region.

The School of Mathematics and Sciences includes the following disci-plines: Islology, chemistry, physics, medical technology, physical educa-tion, math, computer science, suchdogy, social work, and psychology. The School serves 455 FTE students with 27 lidi-time faculty and addi-tional adjuncts.

Responsibilities: The dean will provide academic and administrative leadership for the School and will report to the Vice President for Academic Affairs. Responsibilities will include development and delivery of academic programs; faculty recruitment and development; evaluation; budget; implementation of policy and procedures; student progress; linison with internal and external parties; some limited teaching.

son win internal and external parties; some limited teaching.

Qualifications:

earned doctorate and credentials to qualify for appointment to mark;

en record of successful college teaching and commitment to excellence in leaching;

demonstrated effectiveness in academic administration;

high level of verbal, written, interpersonal and collaborative skills;

ability to develop relationships with external sectors;

commitment to liberal education;

support for interdisciplinary and multicultural education;

energy, vision, and leadership.

The nosition will be available July 1 18812 Applications will be leave in

The position will be available July 1, 1992. Applications will be kept in confidence and will be accepted until the position is filled.

Candidates should submit a letter of application, a résumé, and the names of at least three references with addresses and phone numbers to: Andre Cote
Vice President for Academic Affairs
The College of Saint Rose
432 Western Avenue

432 Western Avenue Albany, New York 12203 Equal Opportunity Employer. Minorities and wisness are urged to apply.

Nursing: College of the Redwoods in EuroLa. California, needs Nursing Instructor, Medical-Surgical Nursing. Full-time resure track position on the beautiful Pacific North Coast, 329, 122 to 544.058. Starts August 13, 1992. Application deadling: April 15, 1992 tby 5:00 p.m.), Obtain application materials: Personnel Office, 7351 Tomplias Hill Road, Euroka, California 93:01: (707) 445-8859. EOE.

Nursing: Full-time, tenure-track faculty positions in Psychology-Mental Health, adult health neathble in NLN-accredited baccalaureate and associate degree programs available in August, 1992. Master's in Nursing with a clinical emphasis area required. Doctoral degree preferred. Academic rank and salary commensurate with experiences and scaulenic preparation. Sand résumé or call collect Dr. Elleen Tiedt, Ph.D., R.N., Chair, Department of Nursing, Lamor University, P. O. Box 10081, Beaumont, Texas 77710, 409-480-8817.

Nursings Paculty Positions, The School of Nursing at Capital University invites anywestions and nominations for two full-time form appointments for the 1992-1993 academic year. Farned doctorpie in nursing or related field highly preferred; master's in auroing and teaching experience required. Positions awaisable in child health nursing and adult health mursing (medical-surgical foundation with expertise in aeromotosy required. Community health experience

and adult health aursing (medical-aurgical foundation with expertise in aeromology required. Community health experience desired.) Ability to also teach in university core course. Lifetime Health an asset for both positions. Review of applications by search committees begins April i and continues until positions filled. Reply with conficulum vine and names of three references to: Dr. Doris Edwards, Dean, School of Nursing, Capitat University. Columbus. Ohio 43209. 614-236-6703.



CANISIUS COLLEGE

The Jesuit College of Western New York

Vice President for Academic Affairs

The Position: The Vice President for Academic Attains reports to the President and is responsible for administering and coordinating all aspects of the instructional attains of the College, formulating and implementing admissions policies, providing academic leader-ship to the loculity, making recommendations to the President in all matters concerning the apparatment of the instructional faculty, encouraging faculty research, and encouraging curroular developments and instructional innovations, as well as other duties relevant to the supervision of academic ungramms at the College. The Vice President is responsible for supervising the enrollment management efforts of the College and coordinates the establishment of enrollment goals and profess. These offices reporting directly to the Vice President include the academic deans and programs, the enrollment management so bon, the labrary, the computer center, and the registrar.

Conflictations: An extract doctorate is usuated as are teaching experi-

Qualifications: An earned doctorate is required as are teaching experi-Qualifications: An earnest atectorate is required as a column stration, ence and a demonstrated resort of sure ess in academic administration. Condidates should be able to show a record of scholarly achievement and obtaining success as well as an understanding and appreciation of the Jesuit philosophy of higher education. Experience in a Jesuit college or inversity will be favorably regarded.

The College: Founded in 1870, Camshis is a fully accredited, coeducational college with 3,600 undergraduate students, 900 graduate students, and over 20,000 active alumni. It is an independent Catholic college in the

Application Procedure: Closing date for applications is May 1, 1992. Salary is commensurate with experience and qualifications, plus excelent fringe benefits. Applications should include a current resume and the names, addresses and telephone numbers of at least three professional references. Camsius College employs only persons lawfully authorized to work in the United States. All qualified persons are encouraged to apply. Correspondence should be addressed to:

Thomas E. Muller
Vice President for Student Affairs
Chair, Search Committee for the Vice President for Academic Affairs

An Affirmative Action, Equal Opportunity Employer

ASSOCIATE DEAN FOR STUDENT AFFAIRS

School of Business Administration (SBA) California State University, Sacramento (CSUS)

Reporting to the Dean, the Associate Dean is responsible for a broad range of academic programs and administration of student programs (i.e., advising, interns, recruitment, etc).

Qualifications: An appropriate doctorate degree, with preference given to candidates holding a terminal business degree, and evidence of emonstrated administrative skills, academic leadership, and effectiveness with students in a diverse environment. Salary will be commensurate with experience and qualifications.

Application deadline is April 15, 1992. Send application letter, current resume, 3 recent letters of recommendation, and transcripts of fighest degree earned to: ADSA Search Committee; School of Business Administration; California State University, Sacramento; Sacramento, CA

CSUS is an affirmative action/equal opportunity employer and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people, especially underrepresented ethnic minorities, women, disabled individuals, the diversity in California. CSUS hires only those individuals who are lawfully authorized to accept employment in the United States.

Nursing Georgetown University School of Nursing anticipates now faculty rositions for July 1992 in the following areas: Pull took? Administration of Nursing Services, Graduate Program. Moster's in nursing and content required; Midwifery, graduate program. Full and part-time. Master's in nursing and CNM required; Medical-sursical and pediatric nursing, undergraduate program. Master's in clinical nursing required; doctorate programs family anya practitioner graduate program. Master's in nursing and PNP certification required; Medical-sursical, pediatric, and community health nursing. Master's and experience in Service and experience of the Service of Service in Service and scholarly accomplishment determine rank and salary. The School of Nursing is part of Georgetowa University Redical Center on the Georgetown University campus. Its lo-

cation in Wrahington, D.C. provides unique resources, including the organization to be involved with health policy legislation. Send curriculum vitas to Dean Alma Woolley, School of Nursing, Georgelown University, 3100 Resorvoir Roal, N.W., Weshington, D.C. 20007. AA/EOE.

Whishings Critical Creditorontological Nursing. The School of Nursing at the University of North Carolina at Chapel Itili invites applications for a tenure track faculty position for canditates with qualifications and interests in research and teaching in critical care nursing or generatological nursing. A Mester's degree in nursing and a Ph.D. in nursing or related field are also required. Candidates must be eligible for RN licensure in North Carolina. Responsibilities include teaching in the undergraduate and master's programs and developing and candidating research. The School of

ASSOCIATE DEAN College of Information Studies at **Drexel University**

Drexel University's College of Intoruntion Studies is seeking nonanations and applications for the position of Associate Dear of the College Anticipated starting date is 1 July 1992.

Or starting date is a puly 1792.

Drexel is a technological university with one of the nation's most extensive corporative education programs. The College of Information Studies offers several molindosciplinary programs, graining the following degrees: B.S. in Information Systems, M.S. (undesignated, neverthed by the American Library Association), M.S. in Information Systems, and Ph.D. in Information Studies. The college has approximately 20% undergraduates, 325 master's audiotic, and 30 doctoral students. College freulty are recipients of significant research find, and the college is the size of a Pennsylvania-supported Conter of Evoclione in information systems research and development. care research action, and the conege is the site of a remisylvania-supple Center of Excellence in information systems research and development

Center of Excellence in information systems research and development.

The Associate Dean, reporting to the Dean, is responsible for oversight of much of the college educational program. The Associate Dean position is not remired, but an earned doctorate in library and information seenee, information systems, computer science, or another companing or information related discipling is required. Administrative experience coparalism to two years' service as a departing in field is desired. Industrial or government management experience is applicable. The Associate Dean is assisted by a full time professional Student Services Coordinator and a 1/2 time clerk. The college also has a full time Associate Dean with primary responsibility for sindout rectuirment, a Placement Furction, and a Director of the Resource Center (comparing, media, and on-sate interature resources). Graduate assistants and seets tarted set if provide additional support.

The responsibilities of the associate dear are undergraduate advicement:

This arist secretarities of the associate dear are; undergraduate advisement; master's and doctoral student admissions and advisement; selection of student admissions and advisement; selection of students for awards, financial ad management, course scheduling; financial management of the mornetional program, equal upportunity programs; service on university committees, especially those concerning undergraduate and graduate curricular, representation of the college at professional associations; and participation with the dear in college planning and management activities. The Associate De in will have the opportunity to teach, but teaching is not required.

Please forward nonmations and applications, with three references, to Dr. Richard H. I yile, Dean, College of Information Studies, Drevel University, Philadelphia, Pennsylvania 1910), Drevel is an equal opportunity employer. Review of applications will begin on 15 April 1992. Nonmations and applications will be accepted until the position is filled.

GENESEE COMMUNITY COLLEGE is pleased to announce two Associate Dean openings. Both incumbents have accepted positions as chief academic officers at other community colleges. tions as chief academic officers at other community colleges.

Associate Dean of Curriculum & Instruction: Earned doctorate in a field traditionally taught in community colleges or educational administration, with work in curriculum and faculty development and instructional design. Prefer five years of combined experience in community college teaching and administration. Experience with program development and evaluation highly desirable. ence with program development and evaluation highly desirable.

Associate Dean of Human Communications and Behavior: Earned doctorate in a field traditionally taught in community colleges or in educational administration. A minimum of three years of full-time teaching experience in post-secondary education. At least two years of experience in program administration at the department/division level, or supervisory experience in a comparable capacity.

capacity.
Competitive salary based on background and experience; anticipated hiring range from \$45,000 to \$47,000. Excellent fringo benefits package. Committee review of applications will begin April 24, 1992; however, they will be accepted until the position is filled. Anticipated appointment date is August 1, 1992. Send letter, résumé, & names, addresses & phone numbers of four references to: Thomas Talbot, Director of Personnel, Genesee Community College, One College Road, Batavia, NY 14020. AA/EOE.

DEAN OF STUDENTS

Dutties: Kendali College seeks a student affairs administrator of the college. Sine directs and coordinates non-academic student life and programs. Responsibilities include all student social, intramural athletic, religious, cultural and service programs; residence hall operations and programming, student organizations and governmenc; counseling and crisis intervention; student publications; and other administrative duties. The Dean reports directly to the President and supervises a stall of 2 head residents and 6 resident assistants. Qualifications: Minimum qualifications include a master's degree in student personnel or related degree, three to five years' relevant experience, and computer literacy in word processing and spreadsheet operations.

Kendell College: Is located in Evanston, Illinois, north of Chicago on Lake Michigan. It has approximately 400 students studying in three divisions: liberal studies, businoss, and The Culmary School. About 125 students live on campus. The college is related to the United Methodist Church.

Starting date: July 1, 1992. Send letters of application, résumé, and its of references to: Thomas J. Kerr, President, Kendall College, 2408 Ortington Avenus, Evaston, lithous 60201. Women and minority candidates urged to apply. AA/EOE.

Nursing is one of five health-science schools at the university; all schools active-ty unricipate in one of the three national Centers for idealth Promotion/Disease Preyention. Faculty and students have working relationships with urban and rural community settings. The faculty engloy the intellectually stimulating environment of a major university with excellent health affairs division. The School of Nursing supports scholarly endeavors, maintains its own research support center, and is located in a qualversity community which is an integral part of the rapidly developing are called the Research Triangle of North Carolina. The University has a commitment to faculty silversity minority and male applicants are opcouraged and welcomed. The UNC-Cil School of Nursing is an EO/AA Employer. Send curriculum vitae and jetter of inquiry to Barbara B. Germino. Fn.D., RN. FAAN, Associate Professors and Actine Chair, Department of Adult and Gerialic Liestith, CB# 7460, Carrication Hall, University of North Corolina at Chapel Hill, North Carolina at Chapel Hill, Asael Hill, North Carolina at Chapel Hill, North Carolina at Chapel Hill, Asael Hill, North Carolina at Chapel Hill, Chapel Hill, Chapel

Number: Pull-time, tenure-track position for earning faculty with doctorate in physiology or in auraing with focus in physiology or in auraing with focus in physiology for teaching in undergraduate and areduate courses. Full-time or part-time positions also available in parent-child health and other clained specialities. Salary, rank, and tenure-track status commensurate with education and experience. Applicants files to be reviewed beainning May 15. NLM-necredited barcalaureate program. Contact Dr. Kathryn Schweer. Dean, School of Nursing, Mankato State University, Mankato, Mankato, State University, Mankato, State University, Mankato, M

Associate Dean For Technology

Waubonsee Community College seeks an in-dividual with a Master's degree in Technology or related Industrial Technology field, or a Bachelor's degree in a technical area with a Master's degree in Education or an appropriate related field. A minimum three years fulltime community college experience as an in-structor or administrator plus successful work experience in business or industry is also required along with two years community college administrative experience at the department chair or program coordinator level or higher. Comparable business or industrial management experience may be considered.

The qualified candidate will supervise 12 fulltime and 45 part-time faculty. We offer a salary in the range of \$41,000 - \$46,000 for this 12-

Waubonsee Community College is a fully accredited community college located 40 miles west of Chicago with a headcount enrollment of 7,000 students. The college is located in one of the fastest growing Chicago collar counties and operates a fully functional area telecommunications instructional system

College application form, personal resume and confidential records must be delivered to the Office of Human Resources before 4:30 p.m., May 1, 1992. Send applications and inquiries to:

WAUBONSEE COMMUNITY COLLEGE

Sugar Grove, IL 60554 (708) 466-4811 Ext. 214, 215, 367 equal opportunity employer m/f "In Search of Excellence"

The University of Illinois at Chicago College of Pharmacy **VICE DEAN FOR ACADEMIC AFFAIRS**

The University of Illinois at Chicago College of Pharmacy invites applications and nominations for the position of Vice Dean for Academic Affairs.
This is a semor level administrative position and the College seeks an individual with demonstrated leadership ability, a record of excellence in intellectual and academic performance, significant administrative experience in
higher edication and a personal commitment to pharmacy edication and
research. The Vice Dean for Academic Affairs is the chief academic officer
reporting to the Dean of the College and has the responsibility for creating
and sustaining an environment of academic excellence and providing leadership for academic planning, development and assessment of the Doctor of
Pharmacy curriculum, teaching performance evaluation and professional
continuing education. The Vice Dean will serve the College as chief administrative officer in the absence of the Dean.

The successful candidate will have a doctoral degree and a record of scholarly achievement required for a tenured appointment at the rank of full professor. Preference will be given to candidates with a degree in pharmacy. Superior managerial, analytical, communication, and interpersonal skills; high ethical standards; and a commitment to intercultural diversity are desired qualities.

The Vice Dean for Academic Affairs must have an understanding of and commitment to the inistion and goals of this institution and the ability to work across academic disciplines in support of improving curriculum, teaching performance, learning, and assessment. The anticipated starting date is August 1, 1992.

interested individuals should submit a letter of application together with a

John C. Russell, Ph.D., Chair Vice Dean Search Committee University of Illinois at Chicago, Rin 184 833 South Wood Street (M/C 874) Chicago, Illinois 60612 The University of Illinois is an Affirmative Action. Equal Opportunity Employer

Nursing Nursing positions available in September, 1992 in a number of specially stream in an NLN-accredited BSN program.

MSN in Nursing required and prior teaching seperiones desired. Specifically, we are seeking individuals with academic background and experience in Community Health and Pediatries. Salary commensurate with qualifications and experience. Send resund, transcripts, and names of three references to Dr. Dorfs Riemen, Director, Division of Nursing, The University of Texas at Tyler, 3900 University Boulevard, Tyler, Texas 75701-6699. All material

Dean for **Academic Affairs**

Samuel Merritt College (SMC), located in the San Francisco Bay Area, is a small, growing, accredited independent college dedicated to the health sciences. Affiliated with a major metropolitan medical center, we offer graduate study in physical therapy, undergraduate study in nursing, and will offer a graduate program in nursing beginning fall, 1992. We are currently seeking a Dean for Academic Affairs to apply demonstrated leadership, vision and energy to promote the college's vitality, integrity and advancement of academic programs.

As the selected candidate, you will plan, develop and implement academic programs, and assure they are conducted in keeping with our institutional mission, and regional and professional accreditation standards. You will recruit and develop outstanding faculty and staff, and design academic policies and procedures. Developing learning resources including the library and computing facilities, as well as managing the academic divisions budget will also be your responsibility.

To qualify, you must be committed to academic excellence in higher education and the health sciences, and have an earned doctorate in an appropriate field with a distinguished record of teaching. An active scholarship commensurate with the rank of associate or full professor, and progressive, effective experience in academic administration, including positions at the dean or equivalent level are required. Experience in program development, strategic planning, accreditation, and excellent written and oral communication skills are also necessary.

Samuel Merritt College offers excellent benefits. Salary and rank dependent upon qualifications and experience. Please mail a letter of application or nomination, current resume, and a list of five references by May 1, 1992 to: Sharon L. Diaz, President, Samuel Merritt College, 370 Hawthorne Avenue, Oakland, CA 94609. Phone: (510) 420-6012, Fax: (510) 420-6025. Samuel Merritt College is an equal opportunity employer.



POSITION ANNOUNCEMENT

POSITION: Dean of the College of Education, Utah State University

INSTITUTION: Utah State University is one of two major state supported research universities, as well as the land grant institution in the State of Utah. The University is located in Logan, Utah, a city of 35,000 situated in a beautiful mountain valley, 90 minutes north of metropolitan Salt Lake City. The student body consists of about 12,240 undergraduate and 2,700 graduate students. The College of Education is fully accredited by the National Council for Accreditation of Teacher Education and all appropriate regional and state accreditation agencies. It contains seven departments: Communicative Disorders; Elementary Education; Health, Physical Education, and Recreation; Instructional Technology; Psychology; Secondary Education; Contains and the Editor Contains and Contains and the Editor Contains and Conta Education; Special Education; and two related units: The Center for Persons with Disabilities and the Edith Bowen Elementary Teacher Education Laboratory School. All departments are fully accredited. The college typically awards more than 350 undergraduate, 145 Masters, 5 educational specialist, and 20 dectoral degrees annually, and recommends certification for more than 350 prospective teachers and specialist per year. Departments and units associated within the College generate annually about \$15 million of outside funding. Departments and units also provide a comprehensive extension program that has more than \$ (00)

MAJOR DUTTES AND RESPONSIBILITIES: The Dean is the chief academic officer of the College and reports directly to the Provost. The Dean is responsible for administering all aspects of teaching, research, and service in the College and for providing leadership in all aspects of seacher education in the University. To carry out this responsibility, the Dean must develop and maintain appropriate linkages with a variety of groups of people, offices, organizations, and agencies both within the University and in the educational community statewide, nationally, and internationally.

QUALIFICATIONS: for the position include: an earned doctorate in a discipline appropriate to the College; a record of effective and innovative leadership and administrative experience preferably in higher education; effective communication and interpersonal skills; a demonstrated commitment to enhancing cultural, gender and individual diversity through the recruitment and retention of faculty, staff and students; a record of publications, creative activities, teaching, and other scholarly activity sufficient to obtain tenure in a Department of the College at the rank of full professor; anunderstanding of and a commitment to teacher education; a record of leadership in securing and allocating resources both internal and external to the University; a commitment to sharing governance within the College and to collaboration with units ourside the College and University; a commitment to public education demonstrated by experience in, service to, or collaboration with the public school community and a respect for other clinical/instructional disciplines represented in the college; and a commitment to technology which enhances educational, clinical, and nistrative practice.

SALARY: Commensurate with experience and qualifications.

APPLICATION: The duties and responsibilities of the Dean extend over a 12 month period and will begin fall 1992 or as soon thereafter as the position can be filled by an outstanding applicant. Applications must be received by June 30, 1992. Candidates should send a letter of application and a resume that addresses the qualifications outlined above. Include the names, addresses, and telephone numbers of five references. quiries and applications should be addressed to

> Thomas S. Johnson, Chairperson **Education Dean Search Committee Utab State University** Logan, Utah 84322-1000

Utah State University is an Equal Opportunity/Affirmative Action Employer institutional commitment to achieving diversity among its faculty, staff, and students

VICE PRESIDENT STUDENT SERVICES Foothill Community College

Foothfil Community College, Incated in the San Francisco Bay Area, is now accepting applications for the position of Vice President, Student Services. This position provides strong leadership, vision and direction for student services programs and redirection of existing programs.

The successful candiclate will possess an earned ductorate and have a minimum of 3 years' administrative experience in an institution of higher education. Candidates' experience should include planning, administering, implementing and evaluating student services programs, demonstrated success in shared governance, managing and administering complex budgets and categorical funds, and successful experience in a multi-ethnic environment.

Salary range will be \$80,254.80-\$81,976.08 annually plus benefits. Application and complete job description may be obtained from:

Employment Services Foothill-De Anza Community College District 12345 El Monte Road Los Altos Hills, CA 94022 (415) 949-6217

A résumé or vita may not be substituted (or a completed application. Position is "Open Until Filled." First review date will be April 24, 1992. AA/EOE

heade Center for Nursing Revearch and behaleston. community based Nursing Cotter, Nursing Cotter, Nursing Cotter, Nursing Cotter, Nursing Cotter, and affiliations with many community health care stocks. The Dean is the chief administrative officer of the School, reporting to the ulterality Chancellor and participating in a stated sovermance system with faculty. Outlietallous needed include leadership in stance, active of the stock of the state of the state

quest after the deadline for receipt of nomi-nations and applications, a combined list of all nominees and applicants without differ-entiation. An Affirmative Action, Equal Opportunity Employer, Women and minor-lities are especially invited to apply.

Pathology: Postdoctoral Fellow in Experimental Pathology. M.D. or Ph.D. Two years of experience nocessary in preparation and interpretation of retinal digests of human and animal models of diabetes meillus. Starting salary 528,700. Applications should be submitted to A. Beanett Jenson. M.D., Department of Pathology, Georgetown University Medical Center, 3900 Reservoir Road Northwest, Washington, D.C. 20007. Georgetown University is an AA/EEO employer.

LINFIELD COLLEGE **DEAN OF ENROLLMENT SERVICES**

Position begins on or about July 1, 1992. Master's degree required. Successful experience in college admissions and financial aid, with excellent organizational, management, and recruitment abilities needed. AA/EOP. Send letter, résumé, and reference names to:

the Southwest. Send credentials, including curriculum vites, transcripts and at least three confidential letters of recommendation to Professor William Coc. Department of Philosophy, Fort Lewis Cotlege, Daranso, Colorado 8130. All materials must be received by April 7, 1992. FLC is an AA/EOE. Physical Education. Nebrasia Western Colorado and minority persons are urged to apply.

sons are urged to apply.

Physical Education: Assisiant / Associate Professor. Two positions available August 20, 1992. Teach undergradunie and graduate courses in the Physical Education majors program, advice students, participate in university service, and conduct scholarly activity. Other duties of position include: [1] Teach classes in aquatics, adopted physical education, and other areas of expertise. Coordinate recreation sports and natural and Recreation Sports Program, Supervise diseaseds and oversee natatorium openitons. WSI, lifeguard, and standard first aid and CPR certifications are required. (2) Secondary methods and cumiculum specialist. Teach courses in methods, swaits-tion in physical education, and skills and techniques in areas of expertise. Supervise student teachers. Public school teaching experience preferred. Both positions require earned degrees in areas of specialization. Screening begins April 30

ics, environmental ethics, and philosophy of religion, and evidence of teaching excellence required. Fort Lewis College is a fully accredited state-supported liberal arts college with a special commitment to the Native American and Hispanic peoples, including the Sunthwest. Send credentials, including Maxico is an open records state; therefore,

scheduled, AAFOE.

Physical Education: Nebraska Wealeyan University announces a coe-year full-time position as Visiting Austrant Professor of Health and Physical Education beginning August 1992. Responsibilities will include teaching courses in biomechanics and kinesiology, human development and motor performance, tementary methods, personal health, adapted physical education, and selected activity courses. Applicants should have an earned doctorale and be able to demonstrate a strong commitment to resching and to seademic excellence in an undergraduate liberal arts setting. Application deadline: April 15, 1992, until position in filled. Send letter of application, resumé, transcriots and three letters of recommendation for Dr. Pat Dotson Pettil, Chair, Health and Physical Education Department, Nebraska Wesleyan University, 3000 Saim Paul Avenue, Liacoln, Nebraska 68544-2796.

ASSISTANT DEAN OF STUDENTS



University of North Carolina at Wilmington

UNCW invites applications for the position of Assistant Dean of Students. The Assistant Dean is primarily responsible for advising all aspects of a 21 chapter Greek life program and the campus judicial system; and assists with administrative responsibilities of the Dean's office. UNCW is a rapidly growing institution with an enrollment of approximately 8,000 students. The campus is located five miles from the Atlantic Ocean in southeastern North Carollina.

North Carolina.

Requirements: The successful candidate must have the following: Mastor's degree in student afforts administration or related area; two years' full-time experience in an administrative position, and demonstrated experience in working effectively with Greek organizations, and computs judicial systems. Salary Rango: \$26,880-\$28,193. The starting date for this position is no later than August 1, 1992.

Applicants must submit a letter of application; complete resume including employment history; and names, addresses, and telephone numbers of three references to: Patricla L. tecanard, Dean of Students, University of North Carolina at Wilmington, Wilmington, North Carolina at Wilmington, Wilmington, North Carolina at Wilmington, Wilmington, North Carolina 28403-3297. Complete application materials must be received by April 22, 1992 to ensure consideration, but the search will remain open until the position V₂.

apeutic recreation courses in the undergraduate and graduate programs. Teach in the professional recreation core. Participate in academic advising and assist with supervision of recreation field experiences and internships in the recreation program. De able to work with writing across the curriculum and have strong communication and interpersonal skills. Perform other duties as assigned. Serve on department, college, and university costmittees and provide professional and community service. Outsifications: Doctorate or ABD required. Professional eruffication in therepeutic recreation. Apply to James A. Hagani, Chairman, Department of HPERD, Northwest Missouri State University, Maryville, Missouri 64468. Provide a letter of application addressing the position, current resumber, pames, addresses, and telephone numbers of five references, current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references. Current transcript (copy acceptable) and three letters of references.

VICE PRESIDENT FOR EDUCATIONAL AFFAIRS

The Hat and College of Chrophects founded in 1906, be and in Land and Blines, as credited by the Commercian on Recordants in of the Control on Chrophectic Folgeation and the Commercian confictation of Higher Education of the Both Control Association of Colleges and Schools, often of teen of the Both Control Association of Colleges and Schools, often of two downdoms compress to the first place to the Control of Theophectic in well as appear discission courses leading to the Bothelor of schools degree in formation body by The College employs mady facility enrolls an accusage of 750 cm dents, and graduates approximately 170 professional students amountly the Wine Provident for Educational Association that students are also The Vice Provident for Educational Afford repeated insolute to the Provident and proposed in the Vice Provident for Educational Afford repeats directly to the Provident and programs updating the second to Program the supervises six deated, two directors, and one coordinates because Therefore Therefore primary responsibilities include.

- Maintenance and improvement of all educational programs.
 Procedure of innovative thinking and action relative to new programs.
 Procedure of leadership for and evaluation of those who report to hittelier.
- Processing or chaning all faculty search committees.
 Recommending salary levels for faculty and related administrative and supp at staff,

 Overseeing the formulation of all educational budgets and policies.
- Representing the College and/or Provident when required,
 Assisting the President in fund raising, legislative matters, and intercollegiate.
- relations.

 Providing leadership for Self-Study Reports and acting as haison with acechting arrendes.
- Providing annual educational and other reports at the direction of the Presi-
- dent.

 Waking closely with the President and the Vice President for Administration and I mance in the day to day operators of the College, and Wedding cooperatively with faculty and administrators for the most efficient and effective attainment of the College's intesion and purposes.
- Qualifications: The College encourages all candidates with the following
- Ferminal academic or first professional degree.
 Broad and significant academic and administrative experience at level of
- Broad and significant acordinate one management of the end of above.
 Established record in teaching and scholarship.
 Excellent managerial, communications, and organizational skills.
 Demonstrated leadership ability:
 Ability to work with diverse constituencies.
 Experience in accreditation procedures.
 General knowledge of fund-raising strategles.
 Sensitivity to needs of a diverse educational community;
 Therefore in according and good moral character.

- Densitivity to needs of a diverse educational community;
 Honesty, tritegrity, and good moral character;
 Proactive leadership style; and
 Willingness to actively develop a sensitivity to, and concern for, The National College of Chiropractic, its history, and its specific needs.

Experience in health education at the first professional level is destrable Applications: Position will be available September 1, 1992. Salary is competitive and commensurate with credentials and experience, with a range of \$70,000 to \$50,000 plus benefits, including TIAA/CREF retirement plan. Search will continue until the position is filled. Nominations, or letters of application, accompanied by current curriculum vitae, and the names, addresses, and telephone numbers of no less than live referees are to be mailed to

Dr. Jacob Fisher, Chair Search Committee for Vice President for Educational Affaira The National College of Chisopractic 200 East Rosevell Road Lombard, Illanuis 60148



ASSISTANT EXECUTIVE DIRECTOR VALENCIA COMMUNITY COLLEGE

Description: Assists the Executive Director in the administration of the College Foundation by developing private sources and programs, including conducting the annual giving program; managing denor information system and recognition program; managing Foundation events; preparing grant proposals for private and public

Qualifications: BA/BS (required), MA preferred; experience in private fund raising and public relations (required); demonstrated written and oral communication shills, understanding of the purpose, goals, and objectives of the community college; understanding and commitment to Equal Access/Equal Opportunity.

Salary: According to Professional Salary Schedule

Application screening will begin April 23, 1992 and will continue until the position is filled. Send resume and letter of application to Dr. E. Michael Break, Director of Personnel Services and Employee Rolations, Vatencia Community College, P.O. Box 3028, Orlando, Ft. 32802. Preferences will be given to eligible veterans and apouses of eligible veterans. An equal opportunity employer.

VALENCIA Community College

Physical Iducation Assistant or Associate Professor, Starting date: August 18, 1992. Teach Lifetime Weitness Laboratory Classes in the general studies CORB program and coordinate this program for the Department. Teach content and meliods courses in school health education and jeach physical education courses including regimning. Ro able to work with writing weross the curriculum and instructional rechpolosy. Have strong communications and interpersonal skills. Participate in advising program Scholarly productivity oxpected. Perform wher duties as assigned. Serve so department, college, and university committees and recovide professional and community service. Qualifications: Doctorate or ADD required. College teaching experience seguited. Lublic school leaching experience destinable. Apply to Jamos A. Hersuf, Chairaman, Department of HPERD, Northwest Missouri Stale University, Meryville, Missouri Stale University, Meryville, Missouri Stale University, Meryville, Missouri Stale University, Meryville, Missouri Stale University of application addressing the position, current resirute, names, askiresses, and telephone nambers of five references, current transcript (copy acceptable) and three letters of reference. Deadline: April

Physicial Education/Althelicus Sweet Briar College, an NCAA Division III college of liberal arts and sciences for women, invites spritications for a one-year visiting faculty position in Physical Education and Athletics for 1992-93. Applicants should possess a master's degree in Physical Education and be qualified to teach and/or coach in some ur all of the following areast volleyball, swimmings, softball (slow-olich), basketball, physical filmesaweliness, ramalos, tennis, weight training, agreeded dence, your, Experience at the college level desired. Sainry commonurate with qualifications, EO/AA, Piense submit letter of oppilication, resumd and three letters of recommonistion by April 15, 1992 to: Ms. Bonole Kestner, Chair/Athletic Director, Department of Physical Education and Athletics, Sweet Briar College, Sweet Briar, Virginia 24395.

Vice President for **Academic Affairs and Dean FURMAN UNIVERSITY**

Form in University invites application, and nonminations for the position of Vice Proadent for Academic Artars and Dem. The University, founded in 1926, in a private coordinational, liberal arts college located in Greenville, South Carolina, with an undergraduate entolline at of approximately 2,500 and are and a fearly of 196. There are twenty-one academic departments offering majors in durities were neared study. In addition to the undergraduate program, Junta in manufacts small graduate programs in education and chemistry.

The Vice President for Academic Affairs and Dear is the chief academic The Vice President for Academic Affairs and Dean is the chief academic officer and second rathing officer of the University, acting for the President in his absence. Reporting to the Vice President for Academic Affairs and Dean are the academic department chairs, the Associate Academic Dean, the Associate Dean for Admissions and Financial Aid, the Associate Dean and University Registrar, the Associate Dean for Summit Sessions, the Director of the Library, the Director of Communing Education, the Director of Gradient Studies, the Coordinator of Programs for Equity Development, the Director of Educational Services, and the Director of the Computer Center, and Indiana for the programs for the Computer Center. middletes for the position should have an earned doctorate in an arts and orthogody many and have significant teaching, scholarship, research, and administrative experience. Cambidates must have academic credentials in too hing and scholarship similable for the rank of Professor at a major inniversal. sity, superior ability in oral and written communication, and strong inter-periorial skills

Responsibilities of the position include supervising all facers of the academic program, including bioligenage program development, allocation of space and component within the academic areas, and the appointment of faculty and administrative staff under his or her general supervision.

f analydates should send a restinct official transcript, names of three refer-tines, and a personal letter of interest indicating how their qualifications most the requirements of this position to:

President John E. Johns Furman University Poinsen Highway Greenville, SC 29613

Salary is commensurate with experience and qualifications Starting date is January 1, 1993 or as soon thereafter as feasible. Review of applications will begin May 1, 1992. Applicants will be notified by letter of the status of their application.

Furman University is an Equal Employment Opportunity, Aftirmative Action Employer. Women and Minorines are encouraged to apply.

PROVOST The New College of Global Studies

RADFORD UNIVERSITY

Radford University is seeking a Provost for a New College of Global Studies currently in the planning phases. The New College will be designed to meet the growing need for a globally-oriented university education for undergraduates, with the potential for graduate programs to be developed as needed in the future. The New College will be substantially autonomous, but affiliated and interfaced with Radford University. The Provost of this new college will report directly to the President. Detailed planning of the program and physical facilities will begin with the appointment of the Provost and will involve a planning panel.

planning panel.

The position of Provost affords unusual potential and exciting opportunity for a person with a global perspective and the creativity to respond to changing needs in higher education with non-traditional approaches. The Provost must possess a strong record of academic achievement together with an interest in global education. The successful candidate must give evidence of the ability to develop, lead, and administer a program of the highest quality. A terminal degree in a relevant field and/or demonstrated scholarship in the field of global education plus administrative experience are expected. Salary will be proportiated.

Vominations and applications should be sent to: Provost Search Committee Box 6953

Radford University Radford, VA 24142 Applications will be accepted until the position is filled.

Radiord University is a state-supported comprehensive university with an enrollment presently limited to approximately 9,000 students. Located in the western part of Virginia in the beautiful Blue Ridge Mountains, Radford is actly of 13,500 and is approximately four and one-half hours from Washington, D.C. The 154-acre university campus is located about 45 minutes from the

Radford University is an AVEEO Employer. Applications from women and minorities are encouraged.

sistent professor beginning August, 1992.

Quanifications: preferred—doctorate in physical education with primary emphasis in Motor Learning/Control, Motor Development, and troot seven losses, and troot averlanger, and troot averlanger and troot averlanger. in motor Learning/Control, Motor Dyvelopment, and sport reychology. Additional
background or trolning in outdoor recreation desirable. Will consider candidate with
doctorate in recreation and appropriate
brickground in training to teach motor
learning, motor development and aport
reychology. Duties include teaching graduote and undergradinate courses in areas listed above, student advising, research, and
service. Salary corgunanturate with qualifications. Review of applications will begin
April 15, 1992 and will confinue until the
position is filled. Send letter of application,
vita, and three latters of recommendation
to: Dr. Judy Broothiser, Chair, Search
Committee, Department of Health, Paysiçal Education and Recreation, Morray
State University. Morray, Kenticky
4201, Affirmative Action, Equal Opportunity Employer.

Physical Therapy: The College of Health at the University of North Florida in Jackson-ville is seeking to fill two assistant professor positions in a new Physical Therapy program. Successful candidates must have a Physical Therapy it leens, and a minimum of a master's degree. Doctorate preferred. Excellent opportunities for clinical practice and research in any one of five institution who summer the program. If you

Juse 1, 1992. Send résumé and three letters of recommendation to: C. Nick Wilson Chair, Search Committee, College of Health, University of North Florida, 4567 St. Johns Bluff Road South, Jacksonville, Florida 32216-6699, 1904) 646-2840. UNF is as Equal Opportunity, Affirmative Action Employer.

Physics: Experimental Solid State Physicial Research area in Laser Optics and Optical Properties of Materials, especially high temparature superconductivity, is highly desired. Duties will include teaching undergraduate and graduate physics courses, conducting research, directing graduate research, and securing research support. Apply to: Dr. R. L. Gibbs, Head. Department of Physics, P. O. Box 3169 T.S., Russon, Louisiana 71272.

Political Sciences SUNY College at Fre-donia. American Polatics/Political Behav-lor/Methods and Statistics. The Depart-ment of Political Science of the State Uni-varsity of New York, College at Fredonia invites applications for a tenure track posi-tion beginning in the Fall of 1992. Review of applicants will begin April 15, 1992 and will continue until the position is filled. Ap-glicants should have the Ph.D. completed or near completion at the time of appoint-

ville, Indiana 47712. AMEUR.

President / Dean / Theology: The General Theological Seminary of the Episcopal Church in the United States announces that it is receiving nominations for the position of Dean and President of the General Theological Serainary. The new Dean and President Serainary is significant experience in administration and leadership and an amendment of the Seminary's role in the action of the Seminary's role in the action, pastoral and formational inhibit of the Church Church

COLUMBIA UNIVERSITY

EXECUTIVE DIRECTOR CENTER FOR STUDENT FINANCIAL SERVICES

The Executive Director of the Center for Student Financial Services (SFS) is responsible for the management and direction of SFS, the implementation and monitoring of policy and delivery of services related to student financing at Columbia, and the provision of leadership at the lederal, state, and institutional levels in the development of financing programs and their oversight Working closely with senior management, the Executive Director participates in policy formulation, the direction of student financial aid and the range of financing programs provided to students and their families, and accountability for the federal and state programs; oversees the delivery of financial aid within the University and the development of effective and innovative applications of information systems technology in the area of educational finance; and oversees the implementation of the financial aid components of the new Student Information System. The Incumbent is responsible for compliance with tederal, state, and institutional aid policy; program quidelines; aid budget monitoring; participation in local, state, and national professional organizations; publishing research in the field of financing higher education; management and operating budget and supervision and management of a large and complex office.

The position requires at least 10 years' administrative experience with demonstrated ability to manage a complex program of student financing; success as a sentor professional in financial aid administration; experience with information systems technology applied to the operations of student financing; and extensive experience in the management of budgets. Also necessary are the ability to work well with a wide range of University, government, and corporate personnel; leadership in professional associations and groups, effective writing, speaking, and analytical skills, and interest and record in research and publishing in the area of student finance Bachelor's degree required; advanced degree preferred.

Please send resume to Mark Olson, Deputy Vice President. Student Financial and Information Services, 208 Philosophy Hall, Columbia University, New York, NY 10027 by May 1st, 1992

We take affirmative action toward equal opportunity

CONVERSE COLLEGE

INSTITUTIONAL ADVANCEMENT

Vice President for **College Relations** Search Re-Opened

Converse College, a liberal arts college for women with graduate programs in education and music, seeks an energetic and experienced Vice President for College Relations. Located in Spartanburg, SC, the College is an undergraduate, residential institution with approximately 700 residential students and a total student enrollment of approximately 1,300.

Fund-raising exceeded \$3.6 million for the 1990-91 academic year. The institution is moving toward an accelerated pace in external fundraising. The Vice President for College Relations reports directly to the President and is responsible for a comprehensive program of fundraising and alumnae relations. The position gives the successful candidate the opportunity to provide leadership in a dynamic college for worse.

Candidates for the position must have: an earned baccalaurest degree (graduate degree preferred), significant experience in institutional advancement, including the design and implementation of a major fund-raising campaign, successful experience working with foundations, corporations, the college community, alumnae volunteers and other support groups. He or she must de written and oral communication skills and an in-

The appointment will be made as soon as possible and is subject to annual review. Salary is negotiable and commensurate with

Candidates should submit a letter of application, a list of references, and a current resumé. Review of applications will begin immediately. Converse College is an Equal Opportunity Employer.

Please send materials to: Sally Hammond, Chair, Search Committee, Converse College, 580 B. Main St., Spartanburg, SC 29302-0006.

ment. The candidate is expected to offer courses covering topics such as American politics, electoral behavior, parties, interest groups, and research methods and statistics. SUNY College at Fredonia is an AA/EBO employer. Women and members of minority groups are especially encouraged to apply. Send curriculum vitae, graduate transcripts, three letters of reference, teaching evaluations and examples of research if available to: Dr. Lon Faulk, Chairperson. Political Science Department, Thompson Hall, SUNY College of Fredonia, Fredonia, New York 14063.

Political Science: Collega of the Redwoods in Eureka, California, needs Instructor, Political Science—American Government. Campaigns and Elections. Full-time full sensister asbhatical replacement position on the beautiful Pacific North Coast. 514,561 to 522,029. Starts August 13, 1992. Application deadline: April 17, 1992 (by 5:00 p.m.). Obtain application materials: Personnel Offica, 7351. Tompkins Hill Road, Eureka, California 95501; (707) 445-6830. EOE.

CONTROL CONTRO

THE STATE UNIVERSITY OF NEW JERSEY RUTGERS

VICE PRESIDENT FOR COMPUTING

BULLETIN BOARD: Positions available

Rugers University invites numinations and applications for the position of vice President for Computing.

forgers University is a comprehensive public research university with campises in Camilen, Newark, and New Brunswick. The Office of the Vice Pesident for Computing will be located in New Brunswick. The University and Is more than 47,000 students in 20 schools and colleges. It has an annual budget of approximately \$700 million.

Dulles: The Vice President for Computing will report to the University Vice President for Academic Attains and will advise the University Vice President and other senior University officers in all matters pertaining to computing thiversity-wide. The Vice President for Computing is responsible for all University-wide planning and implementation in the areas of computing and

The following areas will report to the Vice President for Computing: central address computing services, Telecommunications trachiding telephone), central administrative computing services, and central computing operations. In addition, the Vice President for Computing will work to encourage the appropriate use of computing throughout the University and to facilitate efficient and effective use of computing resources. The Vice President will work closely with the Provosts of all three campuses parengthen the importance of computing to each of the three missions of the University: instruction, scholarship, and service. Hershe will provide a leadership role in fostering the development of computing at Rutgers. The Vice President for Computing will also actively seek external funding for elected computing development projects and will the responsible for vendor relations.

Qualifications: Earned baccalaureate, with higher degree preterred. The successful candidate should have a high level of expertise in computing and recommunications. The individual should be knowledgeable in the followngareas: networking, computing for research's holarship, oversight of com-puling operations, instructional computing (including multimedia applica-tions), information access issues, distributed computing systems for administons, information access issues, distributed computing systems for administrative users, supercomputing, graphics, and most especially support and envices for students, faculty, and administrators. He/she must have a good understanding of computing needs and applications in the variety of academic and administrative areas which comprise the University. Demonstrated successful management of computing operations and a commitment of a service orientation are required. He/she should possess strong leadership Affis and the ability to be an effective spokesperson for computing interests. Anability to work well with others within a collegial governance structure (

terers of application or nomination, including a current vita, salary history, and the names, addresses, and telephone numbers of live references should be sent to:

Joseph A. Potenza, Chair Search Committee Vice President for Computing Office of the President Old Queens Building

Applications will be processed on a continuing basis. It is articipated that the accessful candidate will be solected by July 1, 1992.

Employment eligibility verification required. Afternative Action, Equal Opportunity Employer

VICE-PRESIDENT For Student Affairs

- Northwestern University -

The Vice-President for Student Affairs is an officer of the University and serves as a momber of the President's staff with responsibilities for providing leadership for student affairs.

The Vice-President is responsible for providing direction in the

- Developing and coordinating programs encom-passing student activities and conduct, counsel-ing, guidance, student health, housing, food
- Serving es an advocate of student needs while participating in University policy making.
- Overseeing budget and ongoing operations consisting of approximately 240 professionals

The qualified candidate should have significant administrative experience relevant to student affairs, strong managerial skills and a demonstrated record of achievement, preferably in a preferred but not necessary.

sent by May 1, 1992 to:



Vice President Marilyn McCoy Chair, Search Committee Northwestern University 633 Clark Street Evanston, Illinois 60208

Northwestern University to an Equal Opportunity/Alternative Action Em-ployer and especially welcomes applications from women and minorities.

reging and financial management. It is new Jean and President that the new Dean and President that an earned ductorate and be an organization member of the Episcopal Church. Applicants about a return of the Applicants about a return of the Applicants about a few written statement infloator. The Reverend C. Hugh Hildeslev. State, the Search Cammottee, 2 East 96th Clift 18-48-60. The General Theological and is five courses sincillaring team-raugh introductory courses; plus senior thesis support of the previous productory courses of the previous previous. Ph. D. and evidence of excellence in teaching are essential. Scripps is a very selective liberal arts college for wom-

Director of Development Assistant Vice President University Relations

The Director of Development and Assistant Vice President for University Relations will be responsible for conducting and supervising a variety of fund-raising programs including the activities of Associate Directors for Public Relations. Planned Civing, Annual Funds, Project Research, and Corparallons/Foundations. Maintings Baccallons/Foundations. Maintings Baccallons/Foundations. Allow-Foundations. Minimum Bacca-laureate, Master's preferred. At least five years of successful fund-raising ex-perience, preterably in higher educa-tion, and major gift scheduler esper-ence and broad background in devel-

Application, résumé, and 3 references to: Personnel Services, #V-015, Bowl-ing Green State University, Bowling Green, OH 33403, Application review will begin April 18, 1942

BGSU is an ECO/AA employereduca-for and welcomes applications from women, minorales, veterans, and the disabled

\$50k minimum, commensurate with experience

Virginia Union University Assistant Professor

of Social Work

VUU, which has a four-year accredited social work program, is seeking an MSW, with a mini-mum of two years of practice experience required, Ph.D. or mum of two years of practice experience required, Ph.D. or ABD preferred, to teach in the undergraduate program. Field experience a plus. The full-time position will start August. 1992. Send letter of application, vitae, and three references to: Margaret Robinson, Chaliman, Sudal Wark, Donartment, Bay. 409. Work Department, Rw 409, 1500 N. Lombardy St., Rich-mond, VA 23220, An Alfirmative Action, Equal Opportunity

Deadline Date: June 1, 1992.

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VICE PRESIDENT FOR **ADMINISTRATION** AND FINANCE

Marietta College invites applications and nominations for the position of Vice President for Administration and Finance.

The College: Manetta College is a distinguished private, non-sectarian liberal arts college with a primarily residential onrollment of 1,300 and a 13:1 student-faculty ratio. The College houses the sixteenth oldest chapter of Phil Beta Kappa and has recently been ranked the "Number 1 regional liberal arts college in the Midwest" by U.S. News & World Report. The College has a wide variety of traditional liberal arts majors, special curricula in petroleum engineering, sports medicine, and mass media, and two master's degree programs. Through its McDonough Centur for Leadership and Business, the College is committed to the cross-curricular development of citizen-leaders.

The Position: The Vice President for Administration and Finance is the Chief Financial Officer of the College. He or she is directly responsible to the President for the administration, direction and quality of business and financial operations, investments, insurance programs, capital projects, and budget preparation. Areas which report to this person include the Comptroller's Office, physical plant, nonacademic personnel, postal service, and

The Candidate: The preferred candidate will be an unusual leader and manager. He or shu must be a skilled financial analyst and a people-person with skills in communication. This person will be crucial in the implementation of the campus total quality movement. The successful candidate will have significant administrative and fiscal experience involving the management and operation of business and financial affairs in higher education or a comparable organization.

Initial screening will begin on April 25, 1992. The new Vice President for Administration and Finance should be prepared to begin his or her duties

Direct nominations or letters of application with a complete resume and the names, addresses, and telephone numbers of three references to: Professor Edward Osborne, Chair; Vice President, Administration and Finance Search Committee: Marietta College: Box P-27; Marietta, OH 45750.



OTTAWA UNIVERSITY Ottawa Campus Provost

Ottawa University, founded in 1865, is a four-year college of liberal arts related to American Baptist Churches, U.S.A. It provides liberal education and career preparation for a diverse student clientele. The residential Ottawa Campus serves 540 undergraduates in Ottawa, Kansas, filty miles southwest of Kansas City, The University provides degree completion and continuing education programs for adults through non-residential centers in the Kansas City and Phoenix metropolitan areas.

Ottawa University seeks a Provost for the Ottawa Campus. The Provost is the chief operating officer of the campus and oversees all operations through an Academic Dean, Dean of Students, Business Manager, Director of Admissions, Director of Financial Ald and Director of Information Systems. The Provost reports to the University President and with the Provosts from Kansas City and Phoenix is a member of the President's Council.

The successful candidate will have a background of significant administra-tive responsibility in a four-year college, a commitment to the mission of a church-related college, a record of working cooperatively with faculty and staff, experience in fostering a positive teaching/learning environment for undergraduate students, and skills in financial management. Teaching ex-perience and a terminal degree are required.

Applicants should send a letter of application stating qualifications, a current curriculum vitae or resume and the names, addresses and telephone numbers of three professional references to:

Ottawa Campus Provost Search Ottawa University Box 15 1001 S. Cedar Street Ottawa, KS 66067-3399

This position becomes open on or after July 1, 1992. Review of applica-tions will begin April 15 and continue until the position is filled.

en that is part of the six-college Claremont Colleges cluster. It is located 35 miles from Los Angeles. Review of applications has begun and will continue until the position is filled. Lenter of application, vita, representative reprints, and three references should be sent to Chair, Developmental Psychology Search Committee, Scripps College. Claremont, Caldonia 91711. Scripps College is an Equal Opportunity. Affirmative Action employer; women and minorities are especially encouraged to apply.

Psychology: Teaching position in graduate Counseling and Psychology at St. Martin's College. Ph.D. strongly praferred; MA. with extensive experience considered. Strong clinical skills and teaching experience important. Send resume, graduate transcripts, two letters of recommendation and samples of syllabi to: Margret Goodwin, Secretary, St. Martin's College, Lacey, Washington 98503. EOE.

Psychology: The School of Professional Psychology. Wright State University, is seeking two Assistant Professor level Inculty members. Full up part-line approintments are possible. The candidates must have a doctorate in clinical psychology with preference given to candidates from APA approved programs. We prefer strong interests in health psychology for one of the positions, and a strong generalist for the other position. In addition, we are looking for special profelency in the area of Alcoholism/Chemical Dependency for at least

BUCKNELL

Bucknell University

Vice President for University Relations

Bucknell University seeks nominations and expressions of interest in the posttion of Vice President for University Relations. Founded in 1846, Bucknell is a highly selective institution offering degree programs in liberal arts and sciences, engineering, management, music and education. Serving a student population of 3,350 undergraduates and 200 graduate students, Bucknell has 238 trill-time and 30 part-time faculty, 05% of whom hold ductorates or appropriate terminal degrees. The University is located in Lowisburg, a historic community in control Pennsylvania.

Bucknoll has just completed a strategic plan to direct its educational vision into the 21st Century. The University is formulating the funding requirements to fulfill its strategic directions. Reporting to the Prosident, the Vice President for University Relations is responsible for managing and developing an integrated external relations program, designed to advance the University's interests among its constituencies. With Bucknell's sexquitentennial in 1996, the Vice President has the opportunity to plan, organize, develop and implement a major fund-raising initiative.

Candidates must have proven management and leadership skills in conceptualizing and framing strategies for fund raising, and in cultivating and soliciting major gilts, both independently and by using the President, Trustees, volunteers and protessional staff. The ability to communicate effectively and sensitively with staff mombers and the security communicate effectively and sensitively with staff mombers and the security is essential, as is the ubility to articulate educational goals and needs to the University's constituents. Screening of background materials commences on April 10th. Please submit Information in confidence to:

Bucknell University Search Committee Vice President for University Relations e/o Educational Management Network Post Office Box 792 Nantucket, MA 02554

Bucknell University is an EEO/AA employer as is Educational Management Network. Nominations of and applications form women and members of minority groups.

ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS AND DIRECTOR OF **ENROLLMENT MANAGEMENT**

SOUTHWEST TEXAS STATE UNIVERSITY

Southwest Toxas State University invites applications and nomina-tions for the position of Associate Vice Precident for Student Affairs and Director of Enrollment Management. Southwest Texas is a com-prohensive university of 22,000 students offering hachelor's and mas-ter's degrees. The university is located in the scenic Texas Hill Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and San Antonio.

DUTIES AND RESPONSIBILITIES

The Associate Vice Prosident serves as the chief deputy to the Vice President, coordinates, in collaboration with the department directors, the division's strategic planning process, assessment and research program, staff development program, budget and monitoring process, computer information nands, and program development initiatives. She'he handles constituent concerns directed to the Vice Research's office, serves on numerous committees, oversoes the haddest process of division publications, countingleting and quality control process of division publications, counting assignments and supervises a staff of four in the Vice lated writing assignments and supervises a staff of four in the Vice ated writing assignments and supervises a staff of four in the Vicu

President's office.

As the Director of Enrollment Munagement, she/he coordinates and facilitates the implementation of the University's enrollment management program through the vice presidents of the University and in consultation with the Enrollment Management Advisory Council. She/he works closely with the Director of Assessment and the Assistant Vice President for Planning and Administration in developing date and analyses that guide enrollment management decision-making. Through appropriate collaboration, she/he updates and extends the Enrollment Management Plan. In the role of Director of Enrollment Management, the incumbent reports jointly to the Vice Presidents for Academic Affairs and Student Affairs with the lead Vice President being Student Affairs. The Director makes regular reports to the President and Vice Presidents on the progress in meeting the goals of the Enrollment Management Program within the context of the University's Strategic Plan.

QUALIFICATIONS

QUALIFICATIONS

The successful candidate will have extensive experience and knowledge of student affairs functions and issues, understand thoroughly enrollment management strategies relating to the recruitment and retention of students, experience with assessment and, specifically, aludent outcomes assessment and analysis, experience with budgets and experience with program development. Must have a demonstrated ability to work collegially with diverse campus offices and persons and possess excellent communication and organization skills. Master's degree required, Doctorate preferred, commitment to and demonstrated record of expanding apportunities to diverse populations on college campuses.

APPLICATIONS Submit a letter of application and résumé, together with a one-page statement on the candidate's view of enrollment management to Dr. James D. Studer, Vice President for Student Affairs, Southwest Texas State University, 601 University Dr., San Marcos, TX 78666; Phone #: (512) 245-2152.

Review of applications will begin May 1 and will continue until the position is filled.

SWT is an AWEEO Employer.

ASSOCIATE VICE PRESIDENT FOR ACADEMIC AFFAIRS (Search Reopened)

NOT WE POLICIAL WINDS AND AND THE SECOND HERE ARE RESIDENT AND AND AND ADDRESS OF MEMORIPHICAL PARTY.

The Associate Vice President for Academic Affairs provides leadership to the following offices wishin the Division of Academic and Student Affairs Registrar, Library, Athletics, ROTC, and Educational Media. Primary responsibilities include coordinating the budget for the Division of Academic and Student Affairs and also developing and administering management information systems within the division. Other divisional administrative duties may be assigned. The Associate Vice President for Academic Affairs reports to the Executive Vice President/Provost and serves as a member of the Deans' Council. Qualifications include an appropriate terminal degree in an appropriate field, recent upper-lovel college administrative experience, and qualifications appropriate for a senior appointment to the faculty. Candidates must demonstrate a successful record in budget administration and MIS. They also must demonstrate an understanding of Jared governance and a record of accomplishment in promoting Affirmalive Action. SALARY: Competitive. START: July 1, 1992. Interested candidates should submit a letter of application, a curriculum vitae, and a list of at least three professional reforences, including current addresses and telephone numbers. Deadline for application is May 1, 1992. Submit all materials to: Office of Executive Vice President/Provost, Chair, Search Committee for Associate VP for Academic Affairs. Bole Administration, Glassboro State College, Glassboro, NI 08028. Glassboro State College is an Affirmative Action, Equal Opportunity Employer.

 $\mathcal{H}_{\mathcal{M}}^{\mathrm{add}}(\mathcal{M}, \mathcal{M}, \mathcal$ Psychology: Psychologist: (VL#0224) University of California, Davis, Counseling versity of California, Davis, Counseling Psychotherises and interesting Psychotherises for five developmental counseling/psychotherises for individuals and groups, consultation and our each, stepsyligon and training for APA lateres, Qualifications include: licensure for lateres, Qualifications include: licensure for a lateres, Qualifications include: licensure for lateres, Qualifications include: lateres, Qualifications include: lateres, Qualifications include: lateres, Qualifications include: lateres, Q

PROVOST

University of Southern Colorado

The University of people in University of public regional university of distinct to a mean apply attended and tronggalesis for the position of process. The process is the closely and operating officer of the institution proceed in the chief in adente and operating officer of the institution.

Specific Areas of Responsibility: The process reports to the president and temperature programs, student affairs and business services. Areas and others reporting to the process include the three colleges of the transversite the School of Business the Center for Teaching and Learning, student the and development, continuing education, library, business services, admits note and development, existing administrative concerns in these critical areas.

Critical areas

Qualifications: Candidates must have an earned doctorate, significant academic experience finducing teaching and scholarly activity), a strong commitment to affirmative action and diversity on campus, the ability to develop and superties a broad takes of anademic, student, and business functions, a strong commitment to the values of shared governance, and a credible record of past accomplishments in higher education, preferably at the academic dean level or above.

Starting Date: July 1, 1992 or as soon as possible thereafter Salary: Salary and fringe benefits are competitive

Salary: Salary and fringe benefits are competitive.

About the University of Southern Colorado: The University of Southern Colorado is located in Pueblo, a community of approximately 10/1,000 people cast of the scent Sange De Cristo Mountains. The indicates the transparad university with a polytechale emphasis. Its three indicertity is a regional university with a polytechale emphasis. Its three colleges include Liberal und Fine Arts, Science and Mathematics, and Applied Science and Engineering Technology, as well as the School of Rushiess and The Center for Teaching and Learning. Emphasis is on undergraduate education in the liberal and fine arts and in various professional fields Master's programs are offered in Applied Natural Sciences, Business Administration, Systems Engineering, Education, Social Work and Couracting (the latter three in confunction with other institutions in Colorado) Cancert empliment is approximately 4,400. The university's polarity grant is to become one of the best regional universities in the United States, as measured by the quality of its faculty, students, programs, and facilities A major capital gifs campaign is underway to facilitate achievement of this goal. evernent of this goal.

The university has a highly diverse population and is committed to a number of high priority initiatives to further enhance diversity on campus of high priority initiatives to turner entrance diversity of contract Submission of Materials: Nominations and applications are encouraged beginning immediately. In order to receive full consideration, a letter of interest and complete curriculum vitae should be received no later than April 17. Please submit the names and phone numbers of at least three references. References will not be contacted without prior approval of applicants. Please

Cheir, Provost Search Committee University of Southern Colorado 2200 Bondorte Boulevard Pueblo, CA 81001-4901 Fax: (719) 549-2938

The University is an Affirmative Action, Equal Opportunity Employer.

Vice President for Business Affairs

Washington State University is accepting applications and nominations for the position of Vice President for Business Alfairs. The Vice President is the uriniary administrator of this area reporting to the President of the university. The Vice President has major administrative responsibility for university-wide policy, planning, and budget processes as a member of the President's Cabinot and Executive Budget Committee. The Vice President is responsible for major university-wide capital construction and facilities management programs. Other duties include serving as treasurer of the Board of Regents and representing the university to legislators, governmental agencies, and community leaders.

Minimum qualifications for this position include a bachelor's degree in a relevant field. A graduate degree or other professional training is preferred and familiarity with national and regional educational and financial issues. Candidate must have exceptional interpretational and communications skills, a demonstrated record of integrity, and outstanding management and teadership skills. Salary will be commensurate with qualifications and background.

WSU, located in southeast Washington with a student enrollment of 17,000, is the state's land grant university and is a comprehensive academic/research institution with seven colleges and a graduate school. In addition, WSU has three branch campuser, located in Spokane, Voncouver, and the Tri-Citre, and research stallons located through-out the state. WSU is a momber of the Pacific-10 Athletic Conference.

The closing date for applications is April 17, 1992, or until the position is filled applications must consist of a cover letter and a resumé which includes the names, addresses, and telephone numbers of all least three professional references. Applications and questions should be directed to:

Mr. Stanton E. Schmid Vice President, University Affairs Washington State University 442 French Administration Building

Washington State University is an Equal Opponunity. Affirmative Action educator and employer, Members of ethnic minorities, women, Vietnam-era or disabled veterans, per sons of disability, andfor persons between the ages of 40-70 are encouraged to apply.

Employer institution and actively seeks nominations and expressions of interest from candidates of diverse ethnicity and sexual orientation.

Psychology: Visiting Associate/Full/Retired Professor: Developmental Psychology. The University of New Mastice is seeking a person with an established record of published record and teaching in developmental psychology for a one year half-time visiting sostion during the 192-93 endemic year. Ideally, the person would teach one graduate or one undergraduate tevel course per sensiter for the academic year, although other arrangements, including a 2 course load for one sensiter ser possible. Preference will be given to person she provided to a person which ongoing research projects in our department of those interested in conducting in dependent research while in residence. Women and minorities are especially invited to apply. Send vits, cover teller describing teaching and research interests, selected prints and three letters of reconsucadition to: Professor Lymete Friedrich Cofer, Developmental Search Committee, Department of Psychology, Logan Hall, University of New Maxico, Albuquerque, New Mexico, Albuquerque, New Mexico, Stabupaerque, New Mexico, Stabupaerque, New Mexico, Stabupaerque, New Mexico, Stabupaerque, New Mexico, Albuquerque, New Mexico, Stabupaerque, New Mexico, Stabupaerque, New Mexico, Stabupaerque, New Mexico, Stabupaerque, New Mexico, Albuquerque, New Mexico, Stabupaerque, New Mexico, Stabupaer

Psychology: The Offics of Counseling Services at the University of New Orleans invites applications for Manager of Clinical

Psychology: Psychologist. The University of West Florida is ackling a psychologist whose responsibilities will include: psychologist whose responsibilities will include: psychologist programs, supervision of psychology truinests, and consultation. The Connselling Center serves a diverse and challenging client goopulation. Academic appointment in the Department of Psychology is possible, and staff members may be involved in clinical and research supervision as well as teaching. We seek someone with a doctorate from an apercedited college or university in psychology. Training must include one year of supervised experience in profes-

EXECUTIVE DIRECTOR OF COMMUNICATIONS

The Wichita State University invites applications for the position of Executive Director of Communications. The Director reports to the Vice President for University Advancement and has responsibility for the planning, esecution, and evaluation of the University's media relations. internal communications, and community relations programs. Also, the Director supervises the University's centralized publications program, including the printing services function. Staffing includes 18 full-time professionals and support stall.

Qualifications for the successful candidate include:

Masters degree required.

• Minimum of five years' experience with supervisory responsibilities in public relations, publications, advertising, or a related field, including work experience

in higher education. Must possess excellent writing, editing, and oral skills and

have knowledge of publication technology. ■ Experience in fiscal management and departmental budget

development required. Ability to design, implement, and evaluate media

relations program. ■ Must possess excellent interpersonal skills with ability to relate to internal and external constituencles.

Salary range is for a twelve month contract with standard benefits. A letter of application which addresses the above stated qualifications, resume, and the names, addresses, and telephone numbers of four references should be sent to:

Dr. Elizabeth King Vice President for University Advancement The Wichita State University 1845 Fairmount Wichita, Kansas 67208-1595

Deadline for applications is May 4, 1992, or the fourth of each month following until the position is filled.



The Wichita State University * An equal opportunity/Affirmative Action Employer



VICE PRESIDENT FOR **COLLEGE RELATIONS** San Francisco Bay Area COLLEGE OF NOTRE DAME

College of Notre Dame, a four year liberal arts college in the Catholic tradition, invites applications and nominations for Vice President for College Relations.

The Vice President for College Relations reports directly to the President and participates in the management of the College as a member of the senior administrative team. Major responsibilities include:

Directing and leading the College's offices of Development, Alumni Affairs & Public Information:
 Responsibility for all development and fund raising including coporate, individual and foundation giving, planned giving, special appeals, alumni giving; as well as serving as a resource to faculty for grant writing:

Serving as Executive Secretary of the Governance Board; working closely with Chair and Committees.

Candidates should have 3 to 5 years of successful experience in development and fund raising in an educational institution; solid administrative and organizational skills including budget management, supervision and planning; interpersonal and communication skills including flexibility and adaptability; ability to work effectively with administrators, faculty, alumni, donors, board.

Salary: Competitive, commensurate with qualifications and experience Qualifications: Bachelor's degree is required; Master's preferred. Nominations, applications and inquiries should be directed to:

Higher Education Administrative Search 3539 West 50th Avenue Parkway

With application, please include résumé/c.v., and names, addresses and phone numbers of four references. References will not be contacted until the candidate is notified and gives approval. Desired starting date is July 1, 1992. Applications received by April 30 will be assured of full consideration.

CND is an equal opportunity employer.

y sional psychology. Clinical competence and a commitment to programming for a diverse population are required. The position offers an opportunity to become part of a growing university located on a beautiful nature preserve in a community of approximately 300,000 on the Cluff Coast of Florida. The University has 8,200 students on two campuses. The starting date is August 6, 1992. The deadline for applications is June 15, 1992. Salary range is \$25,810 to \$46,300 depending on qualifications and experience. Interested candidates should submit a letter outlining their professional interests, vita, three letters of recommenda-

CLEVELAND STATE UNIVERSITY PRESIDENT OF THE UNIVERSITY

The Board of Trustees of Cleveland State University Invites nominations and applications for the position of President.
An appointment is expected to be made by the Fall of 1992. CSU is a growing, urban university. Founded in 1964, the University offers a broad mix of bachelor's and graduate programs in the humanities, natural sciences and social scierams in the fluthings, interfall sciences, as well as the professions. The University is organized around six colleges: Arts and Sciences, Business Administration, Education, Engineering, Law and Urban Affairs. CSU has a faculty of over 500, serving a diversified student body of over 19,000; more than one-fourth are graduate students.

The President has overall academic and administrative leaderahip responsibilities for the University and reports to the Board of Trustees.

Candidates should possess an earned doctorate or other ter-minal degree and demonstrate a continuing commitment to academic excellence. Significant academic leadership expeience is essential. The best candidates will show a clear understanding of the opportunities for growth in an urban university and a creative sense of how to further the University's teaching and research missions. The President must be a community-minded individual with a strong commitment to open access to educational opportunities.

For most favorable consideration, letters of nomination and applications with curriculum vitae and references should be received by May 15, 1992, and sent to:

Judge Alvin I. Krenzler Chairman, CSU Presidential Search Committee c/o Heidrick and Struggles 1100 Superior Avenue, Suite 930 Cleveland, Ohio 44114

51 Cleveland State University

An equal opportunity, affirmative action employer.

Vice President for Academic Programs CLEVELAND COMMUNITY COLLEGE

Geveland Community College is seeking a dynamic individual to provide decive and creative leadership.

DECOLLEGE: Cleveland is a fully accredited, publicly funded, comprehensed community college located in the footbills of Western North Carolina let 45 minutes west of Charlotte. The College serves Cleveland County with apopulation of 88,000, where one out of six adults participated in either the College's curriculum or non-credit programs last year.

College's currecultum or non-could programs last year.

Bit POSITION: As a member of the College's learlership learn, the Vice Pesident must possess the philosophy of and commitment to the comprehensive community college mission. The following duties are representative of the position: coordinate the recrustment, selection, and evaluation of full-time and part-time faculty members; provide leadership to enhance the development of faculty and the overall improvement of college leaching; monitor the acquisition and effective use of instructional equipment; work to strengthen the Learning Resources Center and other instructional support areas; monitor the program review process including the implementation of new programs/courses or phasing out programs/courses; and demonstrate interpersonal communication, resource allocation, and organizational shifts.

CIJALEGEATORNES: Communication resource allocation, and organizational shifts.

QUALIFICATIONS: Successful applicants should have an earned doctorate degree; three years of experience as an academic administrator in higher education; college-level teaching experience, full-time preferred in a comsucción; college-level teaching experience, full-time preferred in a com-munity college; a demonstrated ability to provide collegial administrative leadership in a student centered environment; demonstrated commitment to continuous improvement in college operations; and evidence of ability to provide leadership of academic, technical, and vucational instructional pro-tense.

SALARY AND BENEFITS: Competitive salary commensurate with experience and state benefits package.

and state benefits package.

APPLICATION DETAILS: Preferred starting date is July 1, 1992, or as soon as Rossible. Applications will be accepted until position is filled. Screening of Ordentials will commence on April 22, 1992. Please submit a letter of intensi identifying how the applicant meets desired qualifications and summarizing personal views and approach to the chief academic officer's role, a results-oriented resume, names and telephone numbers of three professional references, and copies of transcripts to: Office of the President, Cleveland Community College, 137 South Post Rrl., Shelby, NC 28150; 704/484-4000.

Cleveland Community College is an equal opportunity educational institution

promition to fill a joint appointment in the barmont of Psychology and the Result Center for Early Developmental Education. The appointment (condingent on the station. The appointment (condingent on the station of Psychology) at the University of Mississippi invites application, and teaching a limitation of course in psychology. The experimental and one in clinical, to begin Fall 1992. The experimental position of the funding, sustaining a record of should be sustained as the full Probability publication, and teaching a limitation of four references in psychology, and such and the sustaining a record of should be sustained by the summer of psychology, and such and the summer of psychology is required. Sally substained to supply UNIV sumbors are entired as the sum of su

Lewis&Clark **VICE PRESIDENT**

Lewis & Clark College menes nonminions and applications for appointment to the position of Vice President for Academic Affairs, the chief academic officer and number two administrative officer of the College Lewis & Clark College is a private coedicational institution, dedicated to the liberal arts, with a 125-year-old tradition of independence and academic innovation. It encompasses three divisions

FOR ACADEMIC AFFAIRS

The undergraduate College of Arts & Sciences enrolls 1,900 students in 30 Bachelor's degree majors growing out of a fully integrated core currentum and strong interdisciplinary programs. The College has an old and deeponing commitment to international studies, over half of its students study in overseas programs organized and led by its faculty.

The Law School enrolls 725 students in day and evening programs leading to the Juris Doctor degree and the LL.M. degree in Environmental and Maural Resources Law

The Graduate School of Professional Studies enrolls 800 students in five degree programs at the Master's level. The College is lucated on a 130-acre campus seven rules from downtown Portland, which is the center of a metropolinan area with a population of 1-4

Candidates for the position of Vice President for Academic Affairs will show a demonstrated commitment to the values of liberal arts education, the capacity for rigorous academic leaderstap on a continuing basis, and effectiveness in relating to faculty in all segments of a diversified college environ-

Leading candidates will be seasoned and successful academic administrators. An earned doctoral degree or its equivalent is required, as is a strong record of teaching and scholarly activity.

Although nonunations and applications will be accepted until the position is filled, those submitted by April 30 are been assured of receiving full consideration. All inquiries, nonunations, and applications will be held in strictest confidence, and should be directed to:

John Phillips, Senior Vice President Kord/Ferry Eduration Practice Suite 200—Presidential Plaza 200 Nineteenth Street, NW Washington, DC 20006–2105 Phone: (202) 822-9444 Fac. (202) 472-4849

Lewis & Clark College is an Equal Opportunity, Affirmative Action Employer. Nominations of, and applications from, women and immorities are especially encouraged.

VICE PRESIDENT FOR STUDENT DEVELOPMENT

Mount Mercy College

Cedar Rapids, Iowa

Nominations and applications are invited for this appointment to begin July 1, 1992. The Vice President for Student Development is the senior administrative official responsible for providing leadership in all areas of student life. Including counseling, resident life, intercellegiate athletics, campus ministry and service, health services, campus security and student

The appointee reports to the President and will work closely with the Academic Vice President to develop a holistic approach to the students at this teaching-oriented college.

Minimum qualifications are: earned Master's in a relevant course of study from an accredited institution; demonstrated effectiveness in leader-sidp, management and interpersonal relationships; at least four years' experience in areas appropriate to this position. Additional preferred qualifications: an earner doctorate plus substantial experience showing increasing administrative responsibility. This is a twelve-month appointment. Competitive salary and benefits package.

Mount Morey is an undergraduate institution founded by the Sisters of Mercy in 1928. The College enjoys a stable financial base and an enrollment of 1,500 commuter and residential students, of whom approximately one-third are non-traditional. The campus is located on a beautiful tre-lined hilltop in the middle of a residential area of Cedar Rapids, which has a

A letter of introduction, professional résumé, and names, addresses, and phone numbers of five references should be sont to: Dr. Thomas Feld, President, Mount Mercy College, 1330 Elmhurst Drive NE, Codar Rapids,

Review of materials will begin immediately and continuo until the posi-Mount Mercy College is an equal opportunity, affirmative action employ-er. Women and minorities are strongly encouraged to apply.

see. Women and migorities are encouraged to apply. Interested persons should send a rounded ted as soon as possible. The chairments of the relevant to the chairments of the relevant to the chairments of the relevant. Public Relations / Journalisms Re-oponed tenure-track position in Public Relations/ Journalism in growing department. M. A., experience, good teaching record required; Ph. D. APR desirable: sertening begins April 10, 1992; open until position filled; submit vita, transcripts of nedemic records, three letters of reference to Dr. David Dobkins, Chair, Department of Communications, Box 6932, Redford, University, Radford, Virginia 24142. sent to the chairperson of the rolevant search committee, Department of Psychol-osy, University of Mississippi, University, Mississippi 385/7. The University of Mis-sissippi is an Affirmative Action, Equal Op-portunity Employer. To casume consider-ation, materials should be received by May

Vice President for Student Development

SAINT LOUIS UNIVERSITY

Saint fours University is accepting applications and nominations for the position of Vice President for Student Development. Saint Louis University is a Jesuit doctoral University, and is the oldest institution of higher learning west of the Mississippl. The 11 colleges and schools on four campuises include Arts and Sciences, Business, Nursing, Allied Health Professions, and Parks College, noted for avoition and acrospace studies, as well as Law, Medicine, Public Health, Social Service, Philosophy and Letters, and a Graduate School.

Student enrollment includes approximately 7,500 undergraduates and == 4,300 graduate and professional students on three campuses in the St. Louis metropolitan area. Approximately 1,100 students attend St. Louis University in Madrid, Spain.

The student population is increasingly diverse, and includes residents, commuters, international students, students from diverse racial and ethnic backgrounds, men and women of all ages. Saint Louis University attracts a high quality student body due to our comminent to excellence in education consistent with our lesuit identity and values.

The Vice President for Student Development reports to the President through the Executive Vice President and Provost, and is the sentor administrative officer for the division of Student Development. The Vice President is responsible for developing, coordinating and facilitating, maintainer consistent with the University's Catholic, lesuit identity, all student development policies and programming on the Frost campus finain academic campus) and on the Parks College campus, and also is responsible for undergraduate student recruitment and activities at the Medical Center.

The Vice President is responsible for the following areas:

FINROLLMENT MANAGEMENT: Admissions, financial aid, scholarships, student life studies, international student pro-CAREER PLANNING AND PLACEMENT.

COUNSILING SERVICES.
STUDENT SERVICES: Student activities, orientation, residence life, student government, publications, organizations, student volunteer services, student union, student health center, HOUSING: Approximately 2,000 students live on Frost and Parks

campuses. ATHLETICS: NCAA Division I and Division III athletic pro-

RECREATION: Intramumi sports, recreation center, sports stadi-

um.
UNIVERSITY CONFERENCE: CENTERS.
CONTRACTED SERVICES: Bookstore and food services
QUALIFICATIONS: The qualifications for this position include: Appreciation of the Jesuit tradition in higher education. Ability to work effectively with faculty and academic administrators in support of the academic mission of the University. Demonstrated commitment to sludent and carefic dispersity. Ability to be proposed to be publicated to student. denic mission of the University. Demonstrated communion to student and staff diversity. Ability to interact effectively with students, laculty, parents, and staff. Ability to provide open and creative leadership and direction to staff. Five to eight years of progressively responsible administrative experience in student affairs in higher education. Earned doctorate in a related field such as student personnel administration, counseling, or management; will consider comparable expertise based on experience in fleu of doctorate.

SALARY AND BENEFITS: Competitive; commensurate with expedence

POSITION AVAILABLE: July 1, 1992. APPLICATION DEADLINE: Review of applications will begin APRIL 17, 1992. Applicants should send curriculum vitae and the names, ad-dresses, and telephone numbers of five references to:

Ms. Kathy G. Hagedorn Vice President for Human Resource Management Saint Louis University 3500 Lindell Boulevard © St. Louis, MO 63103 Saint Louis University is an Affirmative Action, Equal Opportunity Employer, and excourages nominations and applications of women and minorities.

Northwest Technical College CHIEF EXECUTIVE OFFICER

Northwest Technical College is seeking applications for the position of CBO. Northwest Technical College is a newly merged entity comprised of six technical college campuses—Bernidji, Detwit Lakes, liast Grand Rorks, Moorhead, Thief River Falls and Wadens. The position of CBO will be responsible for the overall operations of the six technical colleges.

Interested candidates should send letter of application, résumé and tran-

Qualifications: Must hold or be eligible to hold a Minnesora Technical College President's license. Salary: The salary minimum will be \$75,000 plus benefits. Position Available: July 1, 1992. Application Deadline: May 1, 1992.

Nate Johnson, President Moorhead Technical College 1900 28th Avenue South Moorhead, MN 56560 (218) 236-6277

Affirmative Action, Equal Opportunity Educator/Employer

cords, three letters of reference to Dr. David Dobtins. Chair, Department of Communications. Box 6932, Redford, University, Redford, University of Arkanasa at Lide Rock, Department of Redding, TV and Lide Rock, Department of

dio, Television and Film, University of Arkansas at Little Rock, 2801 South University of Arkansas at Little Rock, Arkansas 72204. The University of Arkansas at Little Rock is an Aftimative Action, Equal Opportunity employer and extively seeks the candidacy of minorities and women.

Recreation: The Department of Heath, Physical Education and Recreation is accepting applications to fill an assistant professor possition for fall, 1992. The department has approximately 90 students enrolled in three majors, one of which is acception. The primary teaching responsibilities shall include but may not be limited to a survey of recreation and letairo, program development within traditional satisfact shall include but may not be limited to a survey of recreation and letairo, program development within traditional satisfact of the professional references, and electronial professor position for the 21st censury. Other duies include advissing majors, supervising interns, teaching within the activity program, and participating is both on and off campus professional activities. Applicants should hold a doctorate in recreation or be ternor naily degreed with significant experience in recreation. The appointment shall be generally considered an entry-level position

Application Procedure:

PRESIDENT

Pines Technical College

Pine Bluff, Arkansas

The bested of trustoes of Pines Technical College invites applications and

The state of the position of president.

Pines, a newly established two-year public college, is located in Southeast Arkansas and serves some 200,000 residents in an industrial, agrari-

The president, as the chief executive officer, reports directly to the board. The college seeks a dynamic educational leader who will articulate the mission and lead the setting of the direction for this newly established college.

An earned doctorate is preferred, with a Master's degree required.
 Commitment to the comprehensive community college concept of vocational technical, liberal arts, developmental and community education and community educations.

Unidence of successful leaching or other significant experience which demonstrates an understanding of the teaching/learning process.

Ability to lead in the decision-making process to tester a common sense of purpose throughout the college.

Minimum of four years' administrative experience at the college lev-

• Ability to relate well within an urban, multi-ethnic, multi-cultural

Hits position is available now. Normations and applications must be received by June 1, 1992 to receive consideration. A letter of application, detailed resume and at least three references should be submitted to:

Chair, Search Coinmittee Pines Technical College 2220 West 18th Avenue Pine Bluff, Arkansas 71603

Pines Technical College is an equal opportunity employer.

Immediate Opening

EXECUTIVE DIRECTOR

RIRMINGHAM CIVIL RIGHTS INSTITUTE

Morningside College Sioux City, Iowa

The Board of Directors of Morningside College invites applications and nominations for the position

Founded in 1894, Morningside College is a private, coeducational, four-year, liberal arts institution. Affiliated with the United Methodist Church, the college seeks a campus body representing diverse social, cultural, ethnic, racial, and national backgrounds. The college enrolls 1,232 students and employs 64 full-time faculty. The campus consists of 16 buildings on 27 acres located in Sioux City, Iowa Metropolitan Sioux City supports a population of 100,000 and is the economic and cultural hub of the "Sionsland" region.

Candidates must have an earned doctorate from a recognized university. Among the other qualifications sought are:

- proven experience and success as an
- educational leader;
- · experience with a private liberal arts college:
- experience in fund-raising;
- ability to work effectively with faculty, students, alumni, and community and church
- · expertise in administration and planning,
- · exemplary character and integrity; and ability to communicate and motivate, and to lead the college.

Prospective candidates should send the following:

- an application letter;
- · a complete resume/vita; placement credentials;
- complete transcripts;

- an original position paper addressing "Challenges and Opportunities Facing Private Colleges in the 1990s and Beyond";
- letters from a minimum of five people representing career and community relationships:

· any other materials that you consider relevant. The committee will review complete files beginning immediately. The starting date is nego-

tiable, but the new president will assume office no later than August 1993. All applications or recommendations should be sent to: Mr. Jim Walker, Chair, Search Committee

Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106. Applications will be acknowledged and further

information sent to the candidate. Morningside College is an Equal Opportunity

Educator and Employer.

MORNINGSIDĘ

Recrestion/leisure Studies: Assistant pro-festor undergraduate faculty position be-ginning September, 1992. Primory tenching responsibilities lie in the areas of leaser-ship, programming and administration of leisure facilities. Additional duties include student advising, college-wide committees, and professional development. Minimum: Ph. Defed. D. to recreation (ARID consid-tent). Competitive gutary, Closic date: April 20 or until filled. Subguit letter of ap-plication, vina, large letters of reference and official impactivist to Dean of Academ-ic Affairs, Green Maumein College, Poult-prey, Verson 18764.

Recreational Sports: Doctoral assistantshin with Department of Recreation aport management professional percoration proxim, including teaching, undergraduate chip advisor, and curriculum development. Doctoral destre in Recreation. Qualifications; Master's degree in Recreation or related field, experience in classroom teaching and recreational sports programming. Stipend: 19 month appointment; 56,000 rius tuttion eniver. May be renewed for up to three years. Potential for additional stipend with 5748 ransaning responsibilities. Starting Sport: August 19, 1992. Deadline. April 10, 1992. Application Procedure: Sead letter of application and résume lo Craig M. Ross. Associale Director, Division of Recreational Sports, 14PER 296. Bloomagion, Indiana 47-405; (812) 855-2371. (AA/EOB).

Religious Studies: Gustavus Adalrhus Col-lego invites annikations for a one-semester leave replacement position for Fall, 1992, to reach three acctions of instrudictory Bi-ble class, Ph.D. or ABD Gustavus Adol-phus College is a highly selective residea-tial liberal arts college of 2,400 students. Whilated with the flyangelical Lutheran Charch in America. Fleave send efter of application, vita, dosuer, and three letters of reference to Garrett E. Paul, Chair, De-

partment of Rollgion, Gustavus Adolphus College, St. Peter, Munesota 56082. Dead-line: April 22, 1992, or until position is filted. Applications from authorities and warmen encouraged.

and screening of CDNA and genomic libraries and nuclear transcription elongation assays. Master of Science in Blobays or Blotherniatry as well as two years' experience as a Research Associate or Visiling Scholar—Molecular Blolopy required. Frevious experience must include: recombinate DNA technology; DNA sequencips: madecular hybridization techniques using Northern. Southern blot analysis and acreening libraries; transcriptional/translational gene fusion techniques to study gene regulation/expression; cell culture and mommalian cell DNA transfection; PCR techniques; in vitro translation. Two gubil-cations on mobecular biolosy required. Must have proof of legal authority to work permanently in the U.S. Send two copies of your resumed to: libraries Department of Employment Security, 401 South State Street 1 South, Chicago, Binois 60605, Attention: John Holmes, Reference #V-IL-4971, Np Calls, an Employer Paid Ad.

proyment Security, 401 South State StreetJ South, Chicago, Bunois 60635, Attention:
J South, Chicago, Bunois 60635, Attention:
John Holmes, Reference #V-IL-4971, No
Calls, an Employer Paid Ad.

Research / Blochemistry: Research Associate to perform research in cellular physical polyments and polyments. Polyments and polyments. Polyments and polyments and polyments and polyments and polyments and polyments. Polyments and polyments and polyments and polyments and polyments. Polyments and polyments and polyments and polyments. Polyments and polyments and polyments and polyments. Polyments and polyments. Polyments and polyment

Newly incorporated Birmingham Civil Rights Institute (building now in construction design stage), is seeking Executive Director. Institute will be an educational, cultural and research center and a depository of historical material. The 60,000 square foot facility will house an exhibitory component, archives, meeting rooms and offices. The institute is located in the historical downtown section of Birmingham.

Director will be accountable to the 15-member Board of Directors of the Birmingham Civil Rights Institute, a non-profit corporation, and will administer the administer the administer the administer the control of the Institute. At the outset, Director will manage oversight of the Exhibitory Program—including supervision of fabricators and designers; determine staffling needs, establish operating budget; develop a fund-raising plan and an educational program.

Outsitisment Conditions of the Con

Qualifications: Candidates must have strong academic background in civil rights history or African American life and culture; significant professional and managerial experience in museum or archival programs; a demonstrated ability to work with a wide range of community organizations.

Salary competitive, based on training and experience. Send résumé and references to: Search Committee Birmingham Civil Rights Institute P. O. Box 370811 Birmingham, AL 35237-0811

accomplished by blochemical separations and phermacological studies. Salary: \$24,000 per year/40 hour week, Requirements: M. S. degroe in Blochemistry plus 2 years of experience in Biochemical Research. Aprilicant must be able to perform research in cellular physiology through experiments to quantitude receptor for seutotransmitter on cells and to characterize the properties of the receptors. Need overlapping expertite on Blochemistry. Resumés to Mrs. Humile Caston, ALC Specialist, Job Service, 363 Washinston, St. Louis, Missouri 63/101. Refer to Job Order #548656. Respondents must presently be eligible for permanent employment in United States. An employer paid adventsement. Biochemistry. Experience must include work with bacterial Vitreoscilla and use of all techniques and equipment listed obove. Such experience may be during education. Must have groof of legal authority to work permanently in the United States. Send resumes to: Illinois Department of Employment Security. 401 South State Street—3 South, Chicago, Illinois 60605, Attention: D. Rute. Reference &V-IL. 1994. R. No Calls, An Employer pald advertisement.

Research / Chemical Physics: Theoratical Chemical Physics: Research Associate Job duties: I) Perform analytical and com-puter guides of activated charge processes in condensed matter: 2) upply and develop internel agration and instance theories for In condenaed matter: 2) apply and develop integral equation and instanton theories for such processes; 3) apply and develop new numerical approaches. Salary \$22,000 per year plus health benefits, 40 bours per week. Research in an academic research group. Minimum lob requirements: Fh.D. in Theoretical Chemistry or Physics with demonstrated experience in R18M theory and instanton methods, along with programming skills in FORTRAN. Submit curriculum vitae to The Philadelphia Job Bank, 444 North Third Street-Third Floor, Philadelphia, Pennsylvania 1912.3, and refer to Job Order Number 4427936. ment.

Research/Biology, Research Assistant-Biologist; Brooklyn; for laboratory research/experiments/study of electrophydological investigations of loude channels of mammalian smooth muscles and actions of neurohormones and drug actions, including intesting, uterus, bisuder and blood vessels, using parch clamp, preparation of mammalian cells, computerized data analysis. Bochelor of Science in Molecular Biology and 2 years' experience required, Position requires a demonstrated ecord of research experience with ESR Spectra ANS-fable, electrophysiological methods and the relationship of biomembrane and varience with ESR Spectra ANS-fable, electrophysiological methods and the preparation of plant, animal and human cells and sub-cells, as demonstrated by at least 5 re-

Research/Chemistry: Research Associate III to conduct research in solid-matrix hu-minescence spectroscopy at low tempera-ture (down to 4.2 K), including the dealign and construction of a laser-based spectrosirrophysiological methods and the presertion of plant, animal and human cells and authoritis, as demonstrated by at least 5 research papers. 40 hour week. \$25,000 per memm. Send letter of résumé in dupticate to 1P#46, Room 501, One Main Street, Brooklyn, New York [120].

Research Blology Blochemistry Research Associates, Molecular Blology & Blochemistry Research Associates, Molecular Blology & Blochemistry with a least three years' apperimentation on bacterial bernogloin from Vitreoscilla in order to determine thysiological function and cell location, Research will include stations of terminal oxidases, ability to facilitate microgramian metabolism under low oxygen conditions, receiption in the Crip Lab for computation, pressure labels to perform job duits, metabolism under low oxygen conditions, etc., Techniques include genetic tercenins, provided the pressure Linduce and propagate and provided or subject to the facilitate microgramian metabolism under low oxygen conditions, receiption of the following the design of provided and provided the mistration of detections of provided mainteen, or facilitate microgramian metabolism under low oxygen conditions, receiption and provided the pressure Linduce and the Department of Amplications and oxygen conditions, receiption and cell form the following duties: an expension of the following duties and policy of the fol

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HAWAII PACIFIC UNIVERSITY **PRESIDENT**

The Board of Trustees of Hawaii Pacific University invites nominations and applications for the position of President of the University. The President also serves as Chief Executive Officer and reports to the Board of Trustees.

Founded in 1965 in Honolulu, Hawaii Pacilic is an independent conducational Institution, accredited by the Western Association of Schools and Colleges. Enrollment numbers in excess of 6.500 students. The University, with an operating budget of \$22 million. Is internationally focused and offers undergraduate and graduate degree programs in liberal arts, business administration, and computer science.

Candidates should possess a distinguished record of achievament in college/university administration or comparable expenence, a doctorate or appropriate terminal degree is desired. demonstrated effectiveness in fund-raising; and the ability to work with a diverse student body, faculty, staff, and urban

For most favorable consideration, applications and nominations should be received by April 27, 1992. Nominations and expressions of interest with vitae and references will be held in confidence and should be forwarded to:

> Mr. William J. Bowen **Suite 2800** 125 South Wacker Drive Chicago, Illinois 60606 An aqual opportunity, affirmative action employer

PRESIDENT Amarillo College

AMARILLO, TEXAS

The Board of Regents of Ameriko College invites nontinations and applications for the position of president (the chief executive officer). Amerika College is a public comprehensive community college serving on area with a population of 180,000 persons. In 1900-91 the College served 0.451 students in degree curves and another 18,812 students in trade-related short courses and community service courses with a full-time faculty of 181, a part time faculty of 897, a support and of 239, and a budget of \$2.4.472.043. The College has a long history 1 1920 of high quality in all areas with great pride in its seared reputation for academic excellence. The College scales a dynamic, ambilious, and onthusiastic educational leader with integrity and vision.

num tequiremonts include:

An oarned decturate professed from an accredited institution.
At least three years of proven administrative experience in fiscal management, long-range planning, and resource development.
An uniforstunding of and commission to the lost hingle-aming process.

APPLICATION PROCEDURE 1. A lotter of application rotating the conditate's buckground with personal examples which demonstrate the applicant's qualifications, experience, and accomplishments.

phishmonts. 2. A Curront résumé to include home and office tolophone numbers. 3. Three curront references with telephone numbers. This material should be mailed to the following person:

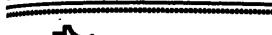
Mrs. LaVou Nolms Amarillo College Presidential Sourch Committee P. O. Box 447 Amarillo, TX 70178 Telephone: 808/371-5124

Applications should be postmarked no later than April 15, 1092. The preferred date for successful applicant to assume the position is August 1, 1992, but no later than August 24, 1992.

Amarillo College is an affirmative action, equal opportunity employer.

and one year's research experience. Senior Researcher requires Ph.D. in criminal justice or related social science and two years' post-degree experience. (Exceptional non-Ph.D.s will be considered.) Candidates should abow PC-based statistical or database skills, data analysis or collection techniques. Writing and interpersonal skills are essential. Positions open until filled. Sena resume to TSF-171 and writing sample to: Personnel, U.S. Sentencing Commission, \$\(\textit{\ellipsi}\) 1400. 1331 Pennsylvania Avenue, NW.

Washington, DC 20004.





RULLETIN BOARD: Positions available

Minnesota Community College System

PRESIDENT

ROCHESTER COMMUNITY COLLEGE

The Chancellor of the Minnesota Community College System announces an opening for the position of President at Rochester Community College. Rochester Community College currently enrolls 4,000 students. Founded In 1915, the college is the oldest college in the Minnesota Community College System. Rochester is the state's fifth largest city, located approximately 75 miles southeast of Minneapolis and St. Paul.

The soutreast of Participants and Section.

The college is also a member of the Greater Rochester Area University Center—a unique, collaborative educational partnership involving eight institutions of higher learning in the city of Rochester. A \$17 million construction project to provide a permanent facility for the center is currently underway on the Rochester Community College campus.

The college operates under the jurisdiction of the State Board for Community Colleges. Enrollment in the Minnesota Community College System has increased over 51% in the past seven years

The President is the chief executive officer of the college with responsibility for all programs and functions of the Institution. The President reports directly to be Chancellor.

- The following qualifications are considered essential or highly destrable: A demonstrated commitment to the mission of the community colleges.
 A demonstrated capacity for creative and resourceful management and
- leadership.

 Demonstrated leadership ability in areas such as instruction, student services and inter-institutional planning.

 Demonstrated abilities in community relations.

 Demonstrated skills in fiscal planning.

 Experience in employee contract administration.

 Training in educational administration, preferably with an emphasis on higher education.

- higher education.

 Experience in educational administration, preferably at the post-second-ary level; community college administrative experience is destrable.

 Sensitivity to multicultural issues and demonstrated evidence of support for cultural diversity and affirmative action/equal educational opportunity
- programs.

 Experience in developing and administering collaborative efforts with other higher education institutions.

 An earned doctorate or appropriate experience that provides equivalent

Salary is competitive and commensurate with experience and qualifications. its anticipated that the president will assume his or her duties in July, 1992. The 1991 Minnesota Legislature mandated a merger of three of the four public ligher education systems—the community colleges, the technical colleges, and the state universities. The University of Minnesota is excluded from this legislation. Barring changes in the next three legislative sessions, a single "Super Board" will govern these three systems effective July 1, 1995.

The application deadline is April 30, 1992. Required materials include a letter of application addressing the applicant's interest in and qualifications for the position, a resume, and the names of three references. Rease address nominations, inquiries, and applications to:

> Anne Weyandi Search Coordinator MINNESOTA COMMUNITY COLLEGE SYSTEM 203 Capitol Square, 550 Cedar Street St. Paul, MN 55101 (612) 296-5157

The Minnesota Community College System is an equal opportunity, affirmative action employer.

no opportunities available. Will me résumés and interviewing at ASPA, and the Western Place-bange. To apply by mail send er, résumé, and the names of vences to: Lisa Robson, Housing Hill, O. University of Washington 18 and Physical Robert of State College, preferably Student Personnel Administration, Stipend of \$5,000 to \$6,000 plus meal plan, million award, furnished ex Action, Equal Opportunity

Affer Residence Hall Director Place and Presente Administration, Stipend of \$5,000 to \$6,000 plus meal plan, million award, furnished apartment including utilibles and local phone service. Aprilication deadline is April 15, 1992. Starling date is August 1, 1992 for 10-month positions and July 1, 1992 for 10-month positions and July 1, 1992 for 12-month positions. Contact: Curtis L. Brickhouse, Assistant Director Residence Life, Buffalo State College, 1300 Elmwood Avenue, Buffalo, New York 14222. NASPA contact: Curtis L. Brickhouse, employment obportunities available. Will be accepting résumés and interviewing at ACPA, NASPA, and the Western Placement Exchange. To apply by mail send cover letter, résumé, and the names of livre references to: Lisa Robson, Housing Servicos, HL-10. University of Washington, Seattle, Washington 98195. Applications must be received no later than April 6, 1992. The University of Washington is an Affirmative Action, Equal Oppurtunity Employer. tanive experience in tissue culture of he milopoletic cell differentiation; ability to test concepts of hermatopoletic cell differentiation and fine research rechniques to milotage attidents, Fellows in termatology and technologists. An M.D. degree or forega cutivalent is required and four years of Henatology research experience premot. Salary 31, 200. Submit curriculum that to Dr. Sanford Krantz, Director of tenatology, C3101 Medical Center North, which is the properties of Employer.

Residence Lifer Residence Hall Director (female): This position offers ample opnortismity for involvement in the central Housing system. Directors are responsible for overalf functioning of a hall including: staff selection, training, evaluation, hall council, staff development and administrative duties necessary for the operation of the hall. Bachelor's required, enrollment in advanced degree, preferably in behavioral sciences (autiance/counseling, communication). Williagness to be challeaged and take on other outside the hall responsibilities. Prior residence hall experience preferred. Salary, \$10,000, ten month contract, meat plan, two bedroom apartment, tulkion walver, health Insurance. Send letter, résumé, names of three references to Paul Horngree, Director of Housing, Eastern New Mexico 88130. AA/EOE.

Sandard Application form, returned, transport of the state of the stat

Chel Executive Officer of a Cityanda system encompatibility as new chimil assessor facility: the Misotof June budget. \$71 million Capital improvement projects \$25 million Experience in the collection 12 ß million. Ambie Jerushiton. Personnel 1 Atto Service collection 2.78 million Registered borrowers 1.8 million. Ambie Jerushiton. Personnel 1 Atto Service collection 2.8 million. The Chargo Public Library serves a diverse, urban population, including over 20 major non-english speaking communities.

Develops library services and policies, objectives and proteites for the Board of Directors on the operation of the Library. Administration and diministrative services. Advises and lateras the Board of Directors on the operation of the Library. Administration and directive services in cooperation with the Board of Directors and City Administration. Directs in cooperation with the Board of Directors and City Administration. Officers personnel management including budgets, allocations, training, Affirmative Action and union relations. Directs the Library's participation as a member and service provider in The Chicage Library System, a regional cooperative library network. Officers development activities, including government and private grants, fund raising incolunction with the City Administration to secure State and Federal funds. Administers a multi-year, neighborhood library capital development project. Acts as the Library's listage to City, State and Federal governments. Develops cooperative grants and planning with other government units and with community, civic, and educational organizations. Directs public activities, including community outreach and press relations. We are seeking an experienced educator to manage one of Boston's most prestigious high schools. The desired in dividual will manage the school in a manner that ensures an environment the allows students to achieve educational goals and

Clinical, Chiropractic, and

Basic Science Instructors

Needed

Send Résumé to

Parker College of Chiropractic Faculty Search 2500 Walnut Hill Lane Dallas, Toxas 75229-5668

"An Equal Opportunity Employer"

Salary: Low six figures

QUALIFICATIONS: Mas ter's and 30 graduate credits (9 in administration and/or supervision). Massachusetts Secondary School principal certificate or eligibility to obtain. To apply, submit a letter of application, resume and proof of prerequisite goals to: Evaluation Unit, 26 Court Street, Boston, MA 02108 no later than April 10, 1992.

Headmaster

Boston Latin

Academy

BPS Boston Public Schools

PRESIDENT/CEO

National non-profit educational foundation with goal of increasing parental involvement in the education of children seeks qualified candidate to assume overall leadership and responsibility for corporate and foundation fund reising and fiscal well-being of organization.

Qualifications: senior management experience: background in education; contacts with leaders in educational and foundation communities; demonstrated stills in finance, budgeting, and public and private resource development; outstanding verbal and written communication skills: demonstrated record of entreprenduntal leadership and success, and experience in non-profit manage-

Deadline: April 30 Send cover letter, résumé, salary history, and organizational references to: Patricla Green, Search Committee, 2935 East Leste Drive, Meridian, Idaho 83642.

Including community outreach and press relations. QUALIFICATIONS—Minimum four years successful high level administrative experience. Experience in a large, complex organization preferred. An ALA accredited Master of Library Science (MLS) or an advanced degree in an academic discipline. Demonstrated knowledge and understanding of urban libraries or related institutions. Proven fund raising skills. Experience in inter-governmental relations. Experience with capital building projects helpful. Strong interpersonal and leadership qualities. Excellent written and verbal presentation skills. Knowledge of Chicago and Illinois desirable. Excellent compensation package. Starting date on or about June 1, 1992. Please send nominations or applications to Mrs. Cindy Pritzker, Chair, Search Committee, Chicago Public Library. 400.5. State Street, Chicago, IL 60605 by April 24, 1992. The City of Chicago/Chicago Public Library is an Affirmative Action / Foual Connorthinity. Employer.

Savannalı, Georgia **Executive Director for Development** and College Relations

Armstrong State College

Armstrong State College Invites nominations and applications for the position of Executive Director for Development and College Relations. In Southeast Georgia on the Atlantic Coast, Armstrong State College, a unit of the University System of Georgia, has recently enrolled over 5000 students, the highest number in the college's history. Because of the soaring enrollment and recent changes in its position in the community, the college has created a new opening for an energetic individual to design and build a comprehensive fund-raising and marketing or order.

ing program.

The Executive Director is the officer responsible to the President for generating greater understanding of and support for the college. The Executive Director plans and organizes strategies for fund raising, coordinates all institutional relations and public relations activities, and oversees the area of alumni affairs, development, marketing, and public information. The Executive Director shares with the President primary responsibility for fund raising

- Qualifications for the position include:
- · Minimum of three years' successful experience in directing fund-
- raising campaigns, preferably with a public college.

 Administrative experience in institutional advancement

 Experience in seeking major or special gifts

 Knowledge of higher education, public relations, marketing, me
- dia, and development

 Management and staff leadership skills

 Demonstrated record of successful oral and written communication skills
- A bachelor's degree required, advanced degree preferred The position is available immediately. The salary is commensurate with qualifications and experience, Application deadline: May 8, 1992.

Applicants should send a letter of application, résumé, and names, addresses, and talenhous audresses, and talenhous audresses. Dr. Loile Roth, Chair Search Committee for Executive Director Armstrong State College I 1935 Abercom Ext. Savannah, QA 31419-1997

Armstrong State College is an affirmative action, equal opportunity employer.

Georgia is an Open Records Law State.

house.

Residence Ufer Northern Blinols University. Student Housing Sorvices: Residence Hail Director. Full-time administrator of student development program in complexes typically housing 1,000 students, assists Area Coordinator with respectabilities for stree of 2,000 students. Supervises up to 24 including graduate and undergraduate staff. A master's degree in counteling, student persuantel, or a related academic area and successful residence hall asperleuce preferred and bachalor's degree required. Competitive starting salary range labit modern apartment and onesis, depending upon degree and extent of related experience. Applications reviewed until all positions filled. Minority applicants encouraged. A demonstrated commitment to affirmation action is desired. Send resume and three references to Dr. Linda Tills, Student Housins Services, NIU, DeKalb, Illinois 60115. AA/EEO. opportunity employer.

Residence Life: Resident Director for men's residence halls at Jacksonville University, a private, independent, comprehensive liberal arts institution in Jacksonville. Florids: The Resident Director is a member of the Student Affairs Staff and reports directly to the Dean of Students. Responsibilities include overall administration of the residence halls, counsellar, direct supervision of three Graduate Assistants, and indirect supervision of 36 Resident Assistants. Master's in student persoanet or related field and residence experience preferred; will consider Master's in progress with significant experience. Apartment, board, and tuition. Salary range: 316,400-316,900 plus benefits. Send letter of application and resums to Dr. Martha McGee, Dean of Students, Jacksonville University, Jacksonville, Florida 32211.

candidates are encouraged to apply.

Rusian/Eart European Studies: Assistant Director of the Center for Rusian and East European Studies (Lecturer), General Fuculty, non-tonura track appointment) to begin August 1992. Dutes include: preparation/supervision of annual budget, gibboristant of annual budget, gibboristant programs. Opportunity for limited teaching in area of specialty. Ph. Di in an area of Russian/East European Studies highly desirable (M.A. necessary). Position requires excellent administrative skills; computer literacy; profesiency in Russian and English. Send a letter of application, curriculum vitae, and three references to: Milos Velmirovic, Director, Ceater for Russian and East Buropean Studies, 103 Levering Hall, Unaversaly of Virginia, Charlottesville, Virginio 21903. The University of Virginia is an Equal Opportunity, Affirmative Action Employer. Application deadline: Mny 1, 1992.

Safety/Security: Director of Public Sefety/ Twelve month administrative position for porting to the Director of Physical Plant. Appointment will be effective July 1, 1992. Responsibilities will be barded by 1, 1992.





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EXECUTIVE DIRECTOR Joint Center for Higher Education

The Joint Center for Higher Islac man (JCHF), an in-legendern state agency in Spokane. Washington, more vapility arrany and normalizations for the posturon of Executive Director of the JCHF. The JCHF has responsibility to tion of Executive Director of the JCHI. The JCHE has responsibility to coordinate baccalaureate and graduate degree programs offered by Executive Washington University (EWU) and Washington State University (WSU), develop a master plan for a higher education park known as the Riverpoint Higher Education Park, develop land and facilities at the Park, and administer an inter-institutional applied to should get center known as the Spoking terms intercollegate Research and Technology Institute (SIRTI). Participating institutions in SIRTI include Washington Stare University, Eastern Washington Office of Spoking, Congaga University, and Whitwoorth College.

The Director is the chief executive of the JCHE and exercises broad execu-tive powers in planning, management and leadership. The Director reports in a JCHI, board

MINIMUM QUALIFICATIONS

• Demonstrated success and proven abilities to work with academic install-

tions and diverse constituencies.

Experience and knowledge of inter-distinuional consorna or business. Experience and knowledge of inter-miximum construct of basiners higher education conjecture programs and partnerships
 Demonstrated ability to communicate effectively with faculty, administration, business and industry representatives, community leaders, and government officials
 Proven management skitls in personnel administration, fiscal control,

bulketing, facilities and contract management

Ability to mediate and resolve disputes

Personal and professional integrity OTHER DESIRABLE CHARACTERISTICS AND QUALITIES

 Knowledge of the legislative process
 Understanding of public finances.
 Firmsession of scientific and technical knowledge through education or Possession of an earnest doctorate or equivalent from an accredited univer-

Willing to commit to the position for a minimum of five years.

SALARY AND HENEPITS This is a twelve-month executive position with salary commensurate with experience and qualifications and compensive benefits. A faculty appointment with one or more of the participating higher education institutions is

APPLICATION PROCEDURE ACTAINMENT PROCEDURES
Interested individuals must submit a letter of application addressing the
requirements of this position, a vita or résumé, and the names, addresses and
phone numbers of five references.

Completed application materials are to be sent to. Chair, Search Committee for Executive Director Joint Center for Higher Education N. 501 Riverpoint Boulevard—State 245 Spokane, WA 99202

Further intermation regarding the position, or the JCHE and SIRTI, can be obtained at the above address or by relephone, (509) 359-4242. Only completed applications received by May 1, 1992 will be guaranteed consideration. The anticipated date of employment is as early as July 1, 1992, but preferably no later than September 1, 1992.

JCHE is committed to diversity and encourages all qualified cardialates to apply.

PRESIDENT

New Brunswick Theological Seminary

The trustees of NBTS invite nominations and applications for the position of President. Founded in 1784, NBTS is an institution of the Reformed Church in America and is located in the midst of Rutgers University, 35 miles from New York City. Its multi-ethnic, ecumenical student body of about 180 students are prepared in day and evening classes on campuses at New Brunswick and at St. John's University in Queens, NY, The M.Div., M.A. in Theology, and Th.M. in Pastoral Care degrees are granted. Nominations and applications, including a complete vita and letter of interest, shall be submitted no later than June 1, 1992 to: The Rev. Charles Morris, Chair, Presidential Search Committee, NBTS, 17 Seminary Place, New Brunswick, NJ 08901-1196.

Social Sciences invites applications for a tenure-track position in Social Sciences levites applications and references about the attenure-track position in Sociology benaning August 23, 1992. We seek a paperalls who can teach courses to criminal justice, social stratification, and auton sociology strategy is commensurate with qualifications and experience, McKendrea is a private Methodist affiliated liberal arts college located in the 51, Louis metropolities area. Committee will begin processing applications on April 20. Pieses submit a letter of sreplaction, vita, and three letters of recommendation, to David Ahola, Chair, Division of Sociology. Prosidential tracking and three letters of recommendation, to David Ahola, Chair, Division of Sociology the applications and references about be sent to: Personnel Committee, and three beinging and the processing and unton sociologic sent to: Personnel Committee, and three beinging in Sciences and the control of the processing applications and references about be sent to: Personnel Committee, Department of Sociology and Anthropology, ment of Sociology and Anthropology, ment of Sociology and Anthropology, and three feets and united to process and processing and unton sociology and anthropology, and three feets and united to process and processing and unton sociology and anthropology, and three feets and united to personnel of the processing and unton sociology and anthropology, and anth

social Work. Assistant/Associate Professor of Social Work. Louisiana Cullege, Pineville, Louisiana. Teruire truck pushton available in the undergranduate social work program to teach HIBSE and policy sequence courses and to coundinate field placement. Quastifications: MSW. minimum of 2 years' point MSW ascucy experience, DSW or Ph.D. in a related behavioral actence is destrable, as is teaching experience, DSW or Ph.D. in a related behavioral actence is destrable, as is teaching experience, as destrable, as is teaching experience, in a social work. Salary commensurate (e.g.) education and experience. Starting atther. August 1992. Dendline for applications: May 1, 1992. Contact: Ann M. McAllister, Department of Sociolady and Social Work, Box 605, Pineville, Louisiana 71359. Louisiana College is on Affirmative Action, Equal Opportunity Employer and is operated under the auspices of the Louisiano Baptist Convention.

Spanish: Full-time, one year repiacement anticipated beginning August, 1992. Possibility of a second year. Teach beginning, latermediate, advanced sonvergation, possibly literature and/or literanic culture. Small residential liberal fars college in Blue Ridge Moustains. Required: master's degree in Sranish, teaching experience. Send letter and vitate to: Dr. Spencer McWilliams, Vive Prosident for Academic Affekt. Wester, Willem College, Suppopulated.

Spanish: Tenure track Asistant Professor, August, 1992. Ph.D. preferred (AliD considered). Secondary teaching experience desirable. Tench all levels of undergradunts language, literature and civilization open, Strong commitment to language teaching, native or mer-native fluency essential. Send application letter, who and letters of recommendation to: Spanish Seend; of recommendation to: Spanish Seend; of vice President for Academic Affairs, Wayne State College, Wayne, Nebraska 68787. Sereening begins April 15 and continues until position is filled. BEO Employers.

sociology/Anthropology: State University of New York-College at Predonia invites applications for a Joint Appointment in Sociology and Anthropology as Assistant Processing and Processing

Laboratory School Principal

Rhode Island College is seeking an experienced educa-tional leader for the position of principal of the Henry Barnard School. The school is the laboratory school for the teacher education programs in the School of Education and Human Development and has a long tradition of exemplary instruction and curriculum innovation. The principal, who will report to the Dean of the School of Education and Human Development, is responsible for the leadership. supervision and administration of instructional programs and operation of the school. The principal leads and supports a professional faculty and staff in school decision making processes; innovation in curriculum, instruction and school organization; effective parent and community involvement; clinically based teacher education; and all components of a child care to grade six and after school programs of a model elementary school.

The Henry Barmard School currently educates more than 300 students in its child care through sixth grade and after school programs. The school maintains close working relationships with faculty in other programs of the School of Education and Human Development and the Office of Clinical Experiences.

The successful candidate will have strong educational lendership credentials and an earned doctorate. He/she will have a thorough knowledge of effective schools, curricula and instructional innovations, teacher preparation practices and an understanding of national issues in pre-school and elementary education. Eligibility for certification in Rhode Island as an elementary principal and successful experience as a school administrator are required. A strong commitment to affirmative action and cultural diversity is essential.

Rhode Island College is located in Providence, the state capital, about three miles west of the downtown area. The cultural and academic assets of New York, New Haven and Boston are conveniently accessible from Providence. The College currently enrolls about 10,000 students with a full time equivalent of 7,000 students. Approximately one-third of the student body is in enrolled teacher education programs.

Salary: Competitive; excellent fringe bonelits. Starting Date: On or about June 29, 1992.

Applications will be reviewed beginning April 10, 1992 and con-tinue until the position is filled. A letter of application, curriculum vitae, and names, addresses and telephone numbers of at least three professional references should be submitted for a complete file to Office of Personnel Services, Rhode Island College, Providence, R1 02908-Attention: HBS Principal Search Committee.



RHODE ISLAND COLLEGE

An Affirmative Action, Equal Opportunity Employe

Spanish College of the Redwoods in Eure-La, California, needs Spanish Instructor. Full-lime tenure track position on the beau-tful Pacific North Cosss. 529, 122 to \$44,638, Starta August 13, 1992. Applica-tion deadlise: April 24, 1992 (by 5:00 p.m.). O'brail application materials: Fersonnel Of-fice, 7351 Tomprikts Hill Road, Eureka, California 95501; (707) 445-6850. EOE.

Spanish: Instructor. Ph.D. or ABD with native command of Spanish language and knowledge of Spanish and U.S. educational systems. Spanish Licenciatura as well as B.A. from U.S. college desired credentials, as well as oxperience in teaching Spanish to undergraduates in liberal arts college. Entry salary. Non-tenute mick. Application to E. Naylor, University of the South, Sowance, Teamessee 37375-1000. Deading: April 10, 1992.

Special Education: Assistant Professor/Native Hawaiian/Special Education Professor/Native Hawaiian/Special Education Project Preservice Coordinator, 13-1R, Position Number 82736, University Affiliated Program, College of Education, full-time federal funds, temporary eleven-month academic year, non-tenure track position beginning approximately August, 1992. Duries: To develop, deliver, modify, and evaluate coarsework to meet the usique cultural needs of student of Hawaiian ancestry, Collaborate with UH faculty membors, Ilawdi Department of Education personnel, and other profess personnel. Teach colleges exhibited to developing a diverse faculty. Women and minorities are encouraged to apply Department of Speech Communication in the Department of Speech Communication at Indiana University Provides applicants for mentry-level position of Assistant Professor to begin August 1992. Candidates should: have a Ph. D. in speech communication at Indiana University Provides applicants for mentry-level position of Assistant Professor to begin August 1992. Candidates should: have a Ph. D. in speech Communication at Indiana University Provides applicants for mentry-level position of Assistant Professor to begin August 1992. Candidates should: have a Ph. D. in speech communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speech communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speech communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speech communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speech communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speech Communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speech Communication at Indiana University Professor to begin August 1992. Candidates should: have a Ph. D. in speec consel, and other project personnel. Teach courses related to needs of special education students of Hawaiian ancestry. Develon, evaluate, and modify curricula, Participate in in-service training activities with Department of Education staff. Minimum Qualifications: Destorate in Special Education or related field; experience working with minority special education students; excellent written and verted communication skills. Destratole Qualifications: Raperience teaching university coursework; experience in working with youth of Hawaiian ancestry; provious work in multicultural settings. Minimum Annual Salary: \$40,534. Submit latter of application, curricultum vitae, samples of professional

ing methods of special education and ele-mentary education, supervision of student interns. Individuals with public school leaching experience are encouraged to ap-ply. Appointment begins September 1992. Send latter of application, current résumé, transcrivas, and three letters of reference to: Dr. Larry Rosen, Chair, Division of Ed-tocation, Campus Box 8419, DeLand, Flori-da 13720. Stetson University is strongly committed to developing a diverse faculty. Women and minorities are encouraged to apply. Deadline April 23, 1992.

university level. Duties will include: teaching graduate and undergraduate courses interpersonal communication and other appropriate courses in communication theory and research; possibly directing multi-section basic courses in public speaking and/or interpersonal communication; maintaining an active program of related research leading to significant publication; participating actively in departmental and professional service. Applications accepted until May 15, 1992 or until the position is filled, Application, a graduate transcript, and a vita, and have four fetters of recommendation (or full credentials that include at least four letters of recommendation) sont to: Professor James

Special/Elementary Education: Assistant professor entry level, tenura track, doctorate of ABD. Responsibilities include teaching methods of special education and elementarity in the state of the special education and elementarity.

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CHANCELLOR

Yosemite Community College District

Modesto, California The Board of Trustees of Yosemute Community College District invites applications and nominations for the position of Chancellor. The Chancellor is the chief executive officer and reports to an eight member Board of Trustees which includes one non-coing

SELECTED QUALIFICATIONS

EDUCATION AND BACKGROUND

A master's degree is required. A doctorate degree is preferred. Leading condidates will have senior leadership expenence in progressively responsible positions in higher education, preferably in community college education.

have senior leadership experience in progressively insponsible positions in higher education, preferably in community college education.

CANDIDATE PROFILE

• Understanding of the added compleaties of a multi-campus district that includes two colleges of different environments and needs

• Knowledge of and commitment to the mission of community colleges and to fulfilling the complex, diverse role of leading and managing a District that includes traditional and nontraditional educational leaders, able to understand new and emerging needs of communities and to develop programs and resources to meet those needs.

• A courageous leader who will create an environment in which calculated risk-taking is encouraged.

• Politically astute and able to effectively bring the needs of the District to the attention of the State Chancellor's Office, state and federal legislators, local government agencies and community leaders.

• Continue to lead the District in building internal and external consensus and bridges among divergent groups within the community.

• Committed to shared government which includes staff, trustees and students of Open-minded decision-maker who listens and consistently applies fairness and integrity to all decisions.

• Demonstrates confidence and self-assurance.

• Inspects and appreciates all students and staff regardless of their position in the District.

• Understands the planning process and the need to involve all college constituencies.

District.

Understands the planning process and the need to involve all college constituencies.

Communicates well with both internal and external constituencies.

Exhibits expertise in funding, financial and budgetary management.

Committed to collaborative, collective bargaining in the academic setting.

Works effectively with the Board of Trustees.

Advocacy of excellence in teaching and learning, and a demonstrated commitment to educational innovation.

PERSONAL CHARACTERISTICS Integrity
 Open, frusting, imaginative and collegial
 Staming and enhancement for hard work
 Humanistic APPLICATION PROCESS

A letter of application that responds to the selected qualifications as listed in this an-numeroment and includes your leadership and educational phalesophies.

A current resume.
There current letters of reference
The names, addresses, and telephone numbers of six to eight references to include representation from supervisors (current or former), subsectinates, faculty members and collections. (The three letters of reference may be among the six to eight names submitted).

Nominations and applications will be received until the position is filled. Because the Chancelor Seweh Committee will begin screening candidates in early May, 1992, applications should be submitted prior to that date.

hould be submitted prior to that date.

nons, applications and expressions of interest should be submitted to:

Dr. John D. Randall. Chair,

Chancellor Scan'd Committee

P. O. Bro 4065, Madesto, CA 95352

The applications will be reviewed by the Characellor Search Commuttee representing the constituences of the District. The committee will select candidates to be interviewed After the interviews, the committee will recommend fandlists to the Beard of Trustees. The Board of Trustees will interview the fundities and make a selection in june 1992. The Yosemite Community College District is strongly committed to achieving staff diversity through affirmative action. The District encourages applications for employment from women, inhorities, disabled individuals and Vietnam era veteraria. For more information, contact: Ms. Debres Adair, Yosemito Community College Datrict, F. O. Box 4065, Modesto, California 93352; (209) 575-6508.

EXECUTIVE DIRECTOR Teacher Education Alliance of Broward County

Florida Atlantic University, a member of the State University System of florida is seeking an Executive Director of the Teacher Education Alliance of Broward County. The Teacher Education Alliance is a consortium including the Broward County Public School District, Broward County Public School Schoo

Chair, Search Cornmittee
Executive Director, Teacher Education Atlance
Florida Atlantic University
220 Southeast 2nd Avenue, Room 813
Fort Lauderdale, Florida 33301

Speech Communication: Associate or Assistant Professor (Position #82504): Tenure-track, full-time, general funds, to begin August 1, 1992. Duties: To teach instructional; load, serve on and direct graduate committees; produce quantitative research leading to refereed publication assume normal committee responsibilities. Minimum Qualifications: Ph. D. in speech communication or closely related discipline; college or university teaching experience in message processing, relational communication or persuasion/social influence (Assistant Professor—one (1) year); Associate Profussor—four (4) years minimum; demonstrated ability to produce publishable quality research (Assistant—as demonstrated by convention papers and/or refereed journal articles; Associate—refereed

publication record sufficient for immediate appointment to the graduate faculty). Desirable Qualifications: Commitment to functional, theory-based approach to the study of human cummunication; advanced training in quantitative research methodology. Minimum Annual Salary: Assistant Professor \$34,644; Associate Professor \$44,824. To apply, send letter of application, current vita, evidence of research adteaching effectiveness, and have these letters of reference sent to Dr. Rodney Reputers of references ent to Dr. Rodney Reputers of Speech, University of Hawaii at Masso, 2560 Campus Road. George Hail 378, for notation, Hawaii is an Affirmative Action, Emal Opportunity Employer. Applications must be postmarked by May 4, 1992.

Speech/Drama/Humanilles: Tenure inch instructor/assistant professor possion an-ticipated for Fall, 1992. Duties include teaching undergraduate classes in basic

PRESIDENT Atlantic University Virginia Beach, Virginia

The Presidential Search Committee is seeking nominations and appli-cations for the position of President of Atlantic University. Reporting directly to the Board of Trustees, the President is the chief academic and administrative officer of the University.

Attantic University, founded as a graduate school in 1985, is located one block from the ocean in Virginia Beach, Virginia. It offers a master's degree in the interdisciplinary field of human consciousness studies and has a unique mission:

Attantic University provides a learning environment integrat-ing body, mind, and spirit to help individuals achieve higher human potential and transform their lives, better undersland their relationship to all life, and be of greater service to others."

This program currently attracts about 100 degree-seeking students interested in this holistic educational experience that emphasizes personal growth as well as academic achievement. qualifications: The next President of Allantic University should be a proven adminis-tator or academic leader in higher education possessing the follow-

Ingualifications:

• visionary and strategic planning skills to further develop and implement the University's unique mission:

• budgetary and financial management skills to provide leadership in a time of constrained financial resources:

• sensitive interpersonal skills in order to work cooperatively with Board, faculty, staff, and students in identifying university priorities including curriculum and faculty development and student regultment:

recruitment:

• the ability to effectively communicate the mission of the University to the community at large, presenting a positive image and inspiring broad financial support; and

• a Ph.D. or terminal degree in one's field.

feminations and applications should be submitted to: Kleth VonderOhe, Chair

Presidential Search Committee Atlantic University
67th Street and Atlantic Avenue
P. O. Box 595
Virginia Beach, VA 23451-0595

Inquiries may be directed to Mr. VonderOhe at the above address or by calling (804) 428-1512 or (804) 428-3588, ext. 104. Applications should include a current and complete résumé with the names of three persons who can serve as references.

Review of nominations and applications will begin immediately and ผาไทนต until a suitable candidate is selected.

Atlantic University is an equal opportunity, affirmative action employer which actively seeks and encourages nonlinations and expressions of interest from minority and female candidates.

see in tesenrch and professional writing steelered, and II experience in college mediag (proferred). Responsibilities clade in administering undergraduate achieve and administering undergraduate subserver and special latincation; is speech language Pathology. Department of Comming Steelers and Special Education; is colleged and Special Education; is colleged and speech language pathology; d) reaching course in superior and intervention, and subsents majoring in special education; testing superior and subsents majoring in special education; each language pathology; d) reaching course in superior and intervention, and special education course in separation (i.e. colleged in superior and pathological programs of performing research and special programs and superior superior continues. Chair Reprince of Rehabilitation and Special Salary; Commensurate with backpool and experience. Application Procedus, 300mir a) full resume, by names, autors, and c) examples of scholarly afformance (e.g. publications, education and programs of the programs of

Student Activities: Coordinator of Student Activities: Coordinator of Student Activities Indiana University Southeast is dollar of in the Ohio State University, total of Education, School of Health-bried Education and Recreation. Assists briefly the Interest of the Interest of Inter

being Activities: West Georgie College, in an interest of Sudent Activities for the Sudent Activities for beablides include advisement of Interestive Council, Panhellenic Council.

Sweb, general humanines, drama and drags compute productions. M.A record, Ph.D. preferred. Sulvant letter of collection, resume, unofficial transcripts, 33 letters of references before April 20, 102 no. Angic O'llira, Personnel, Oklahota Panhandle State University, P. O. Hox 09, Goodwell. Oklahotan 71939. AA/ 60E.

Special Education of Special Educations, Speech Packogy Program at the Assistant Professor and beginning Fall, 1992. Position resistes a J.Ed.D. or Ph.D. with mator area of special Education Disorders, in Cereb. Life. Master's starting or sudent activities programming may be substituted for a master's degree Must be a member of a master's degree Must be a mem

student Activities: Inrector of Student Activities, College of Charleston, Organizes, coordinates and directs non-classroom educational prostants, recreational, cultural and social activities for approximately RIMO students, Montiare student union operations as a communent of an educational environment conductive to holistic develonment of situdents. Selects, trains, supervives and evaluates all administrative staff, consisting of clerical personnel, three assistant directors, a building manager and two custodians. Coordinates and administers situdent organizations. Organizes leadership development program. Serves on several boards and committees, Oversees expenditures of all funds. Minimum Eliquident Personnel Services or a related field and three years of experience in student Services programs, preferably in the area of student information systems. Must have knowledge of attudent development principles, business practices, college, social recreational and educational programming for a campus population. Starting Salary Range. 530, 413, 538, 016-for year. Provide a letter of application, résume, with two professional references to College of Charleston, 66 George Street, Charleston, South Carolina 2446. Information wit be accepted until April 27, 1992. EOE.

Stadent Activities: Coordinator of Student

Sautern Activities: Locoramitor of Student Activities. Indiana University Southeast is a regional campus in the Indiana University system, located in the Metro-Louisville. Keniucky area. A 100% commuter campus of approximately 6000 students, we are seeking a motivated, innovative, npd creative individual for the position of Coordinator of Student Activities. Responsibilities include: advising the program board and 6 threek organizations, providing assistance to 40 student organizations, assisting in the operation of the university center, monitoring budgets, providing leadership training, preparing several publications, end supervising one or more student workers. Bachelor's degree required. Master's degree in Student Personnel or related field strongly preferred. Significant undergraduate and or graduate experience in student activities and programming required, preferred. Significant undergraduate and or graduate experience in student activities and programming required, preferred Significant undergraduate program. Send letter of interest, résuné, transcript, names, addresses and phone aumbers of three references by April 24, 1992 to: Ann Lee, Personnel Director, UIS, 4201 Grant Lue Road, New Albany, Indiana 47150. IUS is an Affirmative Action. Equal Opportunity Employer.

Student Affairs: Arkansas State University, Student Affairs Division, Assistant Dean of

PRESIDENT

Foundation for Allied Conservative Therapies Research

The Prosidential Search Committee of the Board of Trustees in-The Prosidential Search Committee of the Board of Trustees invites applications and nominations for the position of President. The Foundation for Allied Conservative Therapies Research (FACTR) is a public non-profit research foundation created to pursue research and education in complementary therapies such as clinical mutrition, acupuncture, applied kinesiology, chiropractic and osteopathic manual therapies, homeopathy, and others. The goal of the foundation is to evolve a unified approach to the diagnosis and treatment of functional illness, tatloring the application of complementary therapies to the Individual needs of each patient.

RESPONSIBILITIES: The President reports directly to the Board of Directors, and has overall authority and responsibility for both the Research and Education Programs of the Foundation, including ultimate oversight of the Foundation's clinical and laboratory research facilities.

QUALIFICATIONS: The successful candidate must have an earned doctoral degree, an established record of administrative accomplishment, experience in non-profit work, and a working familiarity with complementary theraptes.

APPLICATIONS: Letters of application should include a current vib., the names and addresses of five references, and a sample of the candidate's written work.

Applications and nominations should be sent to: Dr. Samuel Yanuck Acting President, Search Committee Chairman FACTR

1551 Southgate Avenue, Suite 105 Daly City, California 94015

Assoc. Study Afro-American Life & History (ASALH)

EXECUTIVE DIRECTOR

Supervise daily operations, programs, internships, branches and fund raising. Direct Black History Month activities and publish Negro History Bulletin. Qualifications: M.A. humanities: administrative and proposal writing experience; Afro-American history or historical background; and familiar with ASALH. Full-time beginning mid-May.

Send references, résumé and cover letter by April 24 to ASALH SEARCH COMMITTEE c/o Dr. Janetle Hoston Harris 1407 14th Street, NW Washington, DC 20005-3704

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- * Your ad will be properly positioned or indexed—convenient for our readers and effect tive for you.
- * You'll find no premium "late charge"; fast service is the norm at The Chronicle, and you pay nothing extra for it.
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BOSTON LIBRARY CONSORTIUM

Executive Director

The Bosson Library Consortium, composed of cleven major academic and research institutions in Massachusetts (Bosson College, Bosson Public labrary, Bosson U., Branders U., Massachusetts Institute of Technology, Northeastern U., State Library of Massachusetts, Tutts U., U. of Massachusetts/Rosson, and Wellesley College), seeks an Executive Director to manage its programs and activities. Under the direction of the Board of Directors, the Executive Director provides vision and leadership for the Consortium, serves as Clerk of the Corporation, manages the Consortium Office and a staff of two, coordinates the activities of the Consortium's committees, interacts and develops proposals, and advises the Buard on external grant opportunities.

Hourd on external grant opportunities. Collective resources of the Boston Library Consortium members amount to nearly 18 million volumes and 125,000 current serial subscriptions. The BLC offers a reciprocol borrowing program, is active in cooperative staff development, and takes a leadership role in adopting new and innovative technologies to cooperatively improve library services, resource sharing, access and document delivery. All Consortium members participate in NEAR Net Recent technological developments include a Convortum gateway and an online Union List of Serials that is linked to the Unit, over service Plans are underway to establish an electronic document delivery system. Qualified candidates should possess an Al.A-accredited MLS degree; 5 years' progressively responsible experience in a research library or library network environment; experience in library systems, fiscal management, proposal writing, project management, understanding of research library services and issues; strong leadership, communication and interperumatishills, and ability in working with a large number of people and multiple organizations. Experience with designing and delivering services through relectorinstation networks preferred.

Salary from \$40,000, commensurate with experience. Excellent benefits Interested individuals should send a letter of application and resulted with the names and addresses of three references to Bessie K. Halm, Chaptag Search Committee, Boston Labrary Consortium, Boston Public Library Floston, MA 02117. Applications will be accepted until the position is filled Review of applications will begin May 1, 1992. BLC is an equal opportunity employer. Women and minorines are especially encouraged to apply.

Student Atfairs: Assistant Director of Student Atfairs: Assistant Director of Student Organizations, Leadership Training and Orientation. Demonstrated skills in program development, leadership Iraining, and teaching, also excellent speaking and writing skills. Master's degree in Student Affairs Administration, Counceling, Higher Education, or related field, and two year's related experience preferred, or bachelor's degree with four years of related administrative experience references to Dr. Tom Burke, Box 870.292. The University of Alabama, Inocaleons, Alabama 3487-0292. An Affirmative Action, Equal Opportunity Emphyer.

tive Action, Equal Opportunity Employer.

Student Services: Assistant Dean of Students for Student Activities and the McCaffrey Center. The University of the Pacific is seeking an Assistant Dean for Student Activities and that McCaffrey Center. Responsibilities include student center admuslatmation: Greek Life and student scripting programming and advising; student government coordination; clube, organizations, and honor societies advising; group's alcoholy policy implementation; staff hiring, training, and supervision. Qualifications desired include a Massier's degree in student personnel or related field and a munimum of five years' post-master's work experience in student affairs. The nosition is a twelve month annual appointment beginning July 1, 1992. Salary and benefits are commensurate with experience and qualifications. Application deadline is April 10, 1992. A letter of interest, a résumé, and the names and addresses of there references should be sent to Jesse J. Murks. Jr., Associato Denn of Students, University of the Predic, Stockton, California 95311; (209) 946-2451. An Equal Opportunity, Affirmative Action Employer.

Textiles/Clothing: University of Hawaii at

Textiles/Clothing: University of Hawari at Manco, College of Tropical Agriculture and Human Resources, Department of Fluman Resources, Two positions, (1) Assistant/Associate Professor in Textilea and Clothing #82713, general funds, tenure-trock, to begin August 1, 1992. A temporary appointment will be available until a suitable candidate is found. Dutlos: Teach undergraduate courses in appeared design and industry production methods. Teach undergraduste courses in apparel design and industry production methods, fashlon illustration, apparel construction, and sitchery and fiber arts. Constitute to program development. Conduct research, Provide service to the University and the community. Minimum Qualifications for Assistant: Barced doctorate in relevant field or ABD. Strength in creative apparel design, Evidence of research competency. Desirable for Assistant: Teaching and industry experience. Experience in computer-salged design, Experience or interest in multi-cultural, Aslan/Facilite teaching environment. Research, publications, and creative endeavors. Salary for 13: 334,644. SSI, 264. Minimum Qualifications for Associate: Doctorate in field. Strength in creative endeavors. Salary for 13: 334,644. SSI, 264. Minimum Qualifications for Associate: Doctorate in field. Strength in creative endeavors. Salary for 13: 334,644. SSI, 264. Minimum Cualifications for associate: Doctorate in field. Strength in creative endeavors in multi-cultural. Aslan/Facilite teaching or work environment. Research, publications, and creative endeavors. Salary for 14: 343, 324-354, 872. Closing date: April 15; 1992. (2) Assistant/Associate Professor in Teatiles and Clothing #0,3529, full-time, general funds, tequre-track, to

Sindents. Advise the Parthellenic Council. Responsible for the APC stroilly chapters adhering to the policies and unidelines from the National Panhellenic Conference, with Mind adherence to the Umanimous Agreements; also provide relevant educational workshops, programs and semants, council for exit interviews with students with durants from the university; sponsor student organizations as designated; and other duties in student file as ususgend. Master's degree in college student personnelly relevant educations for Assistant processes in mask and community. Minimum Qualifications for Assistant in Gualifications for Assistant in Gualifications for Assistant in Gualifications for Assistant in Gualifications for Assistant in Gualification and advisery experience of the local, regional and/or national levels. Skills in working with a university personock production helpful Postition available fully 1, 1992. Application deadling: all applications must be received by April 10, 1992. To unity, send a cover letter and current resume to Personnel Office, Arkansas State University. P. O. Box 2109, State University. P. O. Box 2109, State University. P. O. Box 2109, State University and transfer in the program development, leadership Training and Orientations. Demonstrated skills in program development, leadership training and Orientations. Demonstrated skills in program development, leadership training and orientations. Demonstrated skills in program development, leadership training and Orientations. Demonstrated skills in program development, leadership training and Orientations. Demonstrated skills in program development, leadership training and Orientations. Demonstrated skills in program development, leadership training and orientations. Demonstrated skills in grant and training state qualifications and development, leadership training and Orientations. Demonstrated skills in program development, leadership training and Orientations. Demonstrated skills in program development. Program development, leadership training

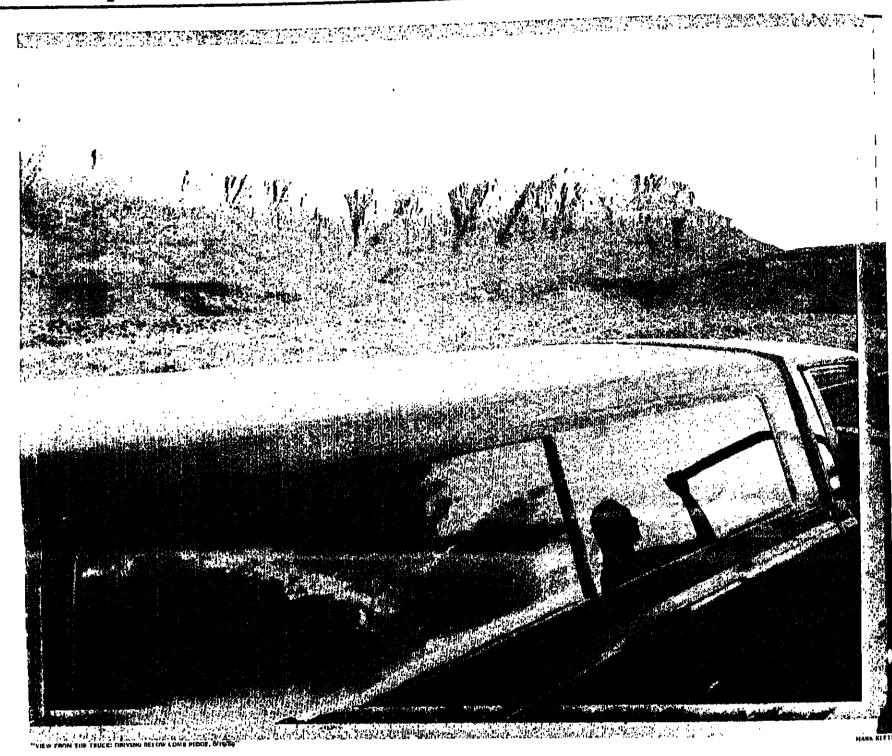
Theatre: Teacher/Designer/Technical In-rector. University of Portland, Oregon, an independently governed Catholic Universi-ty with both undergradiante and graduate degrees in drama, seeks an experionned scenacifighting designer to build anglor in-pervise 4 major productions in the Depart-ment of Performing and Fine Arts. Must leach dosign courses, theatre history, and nius leam teach introduction to Fine Arts. Candidates should have contribeted Ph.D. though strong ABD or MFA applicants will be considered. Rank: Assistant or Asso-ciate, tenure thack according to qualificabe considered. Rank: Assistant or Asso-ciate, tenure track according to qualifica-tions. Send witae, 3 lotters of reference, transcripts and photographic participates Roger O. Doyle, Chair. Department of Per-forming and Fine Arts, University of Part-land, 2000 North Willanctte Boulevard, Portland, Oregon 97203. Applications will be received through May 1, 1997.

be received through May 1, 1992.

Theology: Barry University, the oldest and largest Catholic university in Florida, invites applications for the position of Assistant Professor of Theology. The successor at Theology, with a specialization in sacra-asptalfiturgical theology, and a troop general area of teaching competence in history of Christianity. Some teaching experience and publications are expected Sakary will be dependent uran the condidate's qualifications. Applications by candidates from the Roman Catholic tradition will receive preference. Please send applications the chiding a complete vita and three letters of recommendation. by April 10, 1992, to: Dr. Laura Armesto, Dean, School of Aris and Sciences. Berry University, 1100 Northeast Second Avenue, bliant Shores, Florida 33161-6695. EOE.

Women's Affaira/Studies: Director/Wom-en's Center, Women's Studies Concents-tion, Albion College invites applications the Director of the Anna Howard Shaw Women's Center and the Women's Studies Committee. Dossiers should include a cover leater, curriculum viace, and three letters of reference to be sent to Dr. Gail Stration, Chair, Women's Studies Contmittee. Department of Biology, Albino College, Albino, hichigan 49224. Review of arpticativili begin April 15 and will conflave until the position is filled. Albino College is an equal opportunity employer and encourages applications from women and minorities.

End Paper



Re-Envisioning the American West

N OCTOBER OF 1989, in the manner of a missionary charged with bringing light to the heathen, I traveled to Snowmass, Colorado, to attend a conference on western landscape photography. A "word" person myself, I figured that "visual-image" people remained loyalists to the idea of the American West as a pristine landscape, a place that acted like the best aspirin on the worst headnehes of civilization. At the price of some added labor in camera-positioning to eliminate roads, cars, fences, jet trails, hikers, and railroad tracks, it was possible to take real pictures of this imagined West. Those pictures, in turn, reconfirmed Americans in their faith that the real West was a miraculous landscape untainted by human presence. With attention and affection focused on that picture-perfect West, the other West—the West of cities, suburbs. highways, mines, managed public lands, nuclear weapons production, persistently unsettled boom/bust economies, and complex race relations-became a dismissible bore.

Responsible citizenship in the American West requires us to remove the distorting lens of nostalgia and romanticism, and to look directly at the West we have

both inherited and helped to create. Headed for Snowmass, I was fired up to tell the photographers how badly they had handled their obligations as western citizens.

I had my sermon ready to deliver, but before I could get to the pulpit, Mark Klett presented his work and took the wind out of the preacher's sails, and out of the sermon. Klett's photographs alone told me that the "heathen" were already pretty well lighted, without my help. "We have to go beyond the idea of the West as an exotic place out there," Klett said, in words borne out by his photographs. "This is a place where millions of people live."

Free of delusions about the western present, might Klett be a captive of illusions about the western past? Maybe 1'd still be able to deliver my sermon, cut to the historical half?

"We look at the photographs of the nineteenth-century West," Klett said, "and think we see a pristine, untouched place. But the 1870's and 1880's were the years of the most ruthless exploitation of western resources."

At this point, my campaign to bring light to the hea-

then came to its well-deserved end, permitting a different kind of light to dawn. Mark Klett's convictions about the American West closely resembled my own. Photographer and historian, visual person and verbal person—we had arrived at those convictions by very different routes. This was either an extraordinary and mysterious coincidence, or it was a sign that something big—a fundamental re-envisioning of the West—is indeed under way, and photographers and historians, as well as novelists and journalists, legal scholars and painters, are all playing their part in this larger enterprise.

"Revealing Territory: Photographs of the Sauthwest by Mark Klett" will be at the Amon Carter Museum in Fort Worth through May 10.

The text above is by Patricia Nelson Limerick, an associate professor of history at the University of Colorado at Boulder. It is excepted from her essay in the book that accompanies the exhibition and is published by the University Press of New Mexico.

Mexico.
Mr. Klett is manuger of the Photographic Collaboration
Facility at the Amon Carter Museum in Fort Worth.

Ways &: Ways as

One of Mississippi's most successful education-reform programs, the Teacher Corps, is king discontinued because of the budget cuts.

The program recruited graduates from colleges and universities around the country to teach in lississippi's rural schools. Since the program was created two years ago, thas placed 45 teachers in the shools.

The state higher-education board provides the administrative staff for the program. But W. Ray Cleere, the state's Commissioner of Higher Education, said: "The funding risis facing higher education in staissippi impairs our ability to continue the program at the level of quiity we have attained."

Even if higher-education officials could find a way to puy for the program, budget cuts are forcing shool districts to consider laying off

tachers, said Ruby K. Anderson, inctor of Project 95, the state's incation-reform effort.

University of Georgia wident Charles B. Knapp ised some eyebrows recently then he lobbied the General wembly not on behalf of Age budgets, but for a bill that wild allow Poland Spring water to be marketed spring water even though it is ped from the ground. he connection between his job Msparkling water soon became parent. The author of the bill, p. Thomas B. Buck, is chairman of House of Representatives iversity System of Georgia nitt**ee. Th**e bill was introduced Mbehalf of Don Leebern, who owns becompany that distributes the

Board of Regents.

Mr. Leebern is also a friend of Mr. Knapp. But a university sokesman said the president's brolvement had been blown out of Monotion.

taler in Georgia and is a member of

the University of Georgia System

The spokesman said Mr.

Knapp's position "is a personal

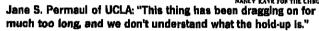
Milion and has nothing to do with

it position with the university."

Saginaw Valley State University's latest lobbying peal has a great beat and you an dance to it. But whether the 20-minute taped set to music will help the oslitution win the extra \$3.25on it is seeking from the state legislature is still unknown. The tape features several derludes of music, including Nychedelic funk, while a voicewer describes the history of the aditation and its goals for the hure. The tape concludes with a mgle, "svsu and Me." The university's spokesman, ohn A. Fallon, said he hoped sislators would find the tape luque and appealing. But an aide to the key committee chairman said: "I we got it, I'm sure we didn't listen bit. No one really has the time."

Government & Politics







Cheryl Kagawa of the Japanese American Citizens League: "There was a finding of discrimination and yet there's no follow-up."

Slowness of Education Dept.'s Discrimination Inquiry at UCLA Irks Activists for Asian-American Students and the University

By SCOTT JASCHIK

WASHINGTON
More than a year and a half after the
Education Department found that the University of California at Los Angeles discriminated against some Asian-American
applicants, the department has taken no
action against the institution.

The status of the case is frustrating both to Asian-American activists, who want to see the department take a more aggressive stance, and to UCLA officials, who say they presented evidence to clear their institution more than a year ago and have heard nothing since.

The department is still examining the evidence and says it has not yet decided what to do about the case.

Many Asian-American leaders viewed the initial finding, which involved UCLA's graduate program in mathematics, as a landmark because it was the first time a federal agency had confirmed the allegations of Asian Americans that leading universities were discriminating against them. Now, they charge, the department's inaction indicates that discrimination against Asian-American applicants will not be taken seriously.

Loss of Faith Seen

Said L. Ling-chi Wang, chairman of the Department of Ethnic Studies at the University of California at Berkeley: "This is going to make people lose faith in the government's ability to protect them from discrimination and abuse."

A spokesman for the Education Department, who asked not to be identified, said the agency was working as quickly as possible to complete the investigation, but that

the "sheer number of students involved" made the process difficult. The spokesman also said the inquiry would take a long time because "we have to be careful not to misinterpret the data."

Inquiry Began in 1988

The UCLA investigation began in 1988, when the Education Department's Office for Civil Rights said it would conduct reviews of the admissions programs there and at Harvard University to insure that Asian-American applicants were not being

discriminated against. In 1990 the department said it had found no evidence of discrimination in Harvard's programs.

The inquiry at UCLA is divided into two parts: graduate and undergraduate. The undergraduate inquiry has not been completed. At the graduate level, the department examined 84 programs and found discrimination in only one, the mathematics department. In eight other departments, however, ocr officials said they could not make a judgment because the univer-

New Chancellor of California State U. Enmeshed in Fights Over Tuition and Affirmative Action

By MARY CRYSTAL CAGE

To say that expectations for the new chancellor of the California State University System were high would be an understatement.

Says J. Gary Shansby, who headed the Board of Trustees search committee: "One faculty member said we were looking for someone who would come across the Pacific Ocean—walking."

The board's final choice, Barry Munitz, is a former chancellor of the University of Houston who had spent the last nine years as president and chief operating officer of Federated Development, which manages real estate and financial investments.

Since taking office last August, he has won praise for improving the system's relationships with the faculty union and legislators—no easy task, considering that his predecessor resigned amid a political furor over the way the system was spending

funds on housing and other perks for top administrators. But his willingness to meet with critics of csu—and listen to them—has not translated into political good will or increased appropriations for its 20-campus, 370,000-student system.

40% Increase Requested

In part that is because California—like most of the nation—is in the middle of a severe budget crisis. But some say Mr. Munitz has exacerbated the system's political difficulties by pushing—with the bucking of his board and Republican Gov. Pete Wilson—for a 40-per-cent tuition increase. The plan has infuriated students and parents and a legislative committee has slashed the increase to 10 per cent.

Mr. Munitz has also found himself enmeshed in a divisive political fight over the role of affirmative action in the selection of Continued on Page A30

Reauthorization of the Higher Education Act

Status of House bill: Approved by House Status of Senate bill: Approved by Senate

the maximum grant or 60 per cent of their \$2,750 for living expenses plus one-quarter of \$2,300 for living expenses plus one-quarter of expenses, whichever is less. Part-time students are eligible for grants, but have been denied funds in appropriations legislation. Maximum authorized grant is \$3,100, 1991-92 maximum award is \$2,400. Total number of recipients: 3.6 million.

Frenchis period and the contract of the contra

their tuition up to \$1,750 in 1994-95. Maximum grant would increase annually with Inflagrant would grow each year to reach \$4,800 in tion. Recipients in top tenth of high-school classes or top fifth of college classes would million. receive \$500 Presidential Achievement Scholarships. Part-time students would be eligible. Total recipients in first year: 4.8 million.

Present law: Needlest students are limited to House: Needlest students would receive Senate: Needlest students would receive 1999-2000. Total reciplents in first year: 4.2

> House: Stafford Student Loan program would Senate: Size of Stafford Loan would be deter-

Present law: Size of Stafford Student Loan is be retained for needy students with interest determined by student's need. Maximum loan is \$2,625 a year for freshmen and sophomores, \$4,000 for other undergraduates, and \$7,500 for graduate students. Loans are made through banks and subsidized by govall students. Direct-loan pilot project would be ernment. Interest rate is 8 per cent and inestablished for limited number of institutions creases to 10 per cent in fifth year of repaythat would replace Stafford, supplemental, ment. Government pays interest while student is in college. Supplemental Loans for Stu-Terms of direct loans would reflect those of dents are available to graduate students and financially independent undergraduates at an interest rate of up to 12 per cent. Government ford loan limits would be \$2,625 for freshmen 11 per cent. and sophomores, \$4,000 for other undergrad-

mined by student's need. Loan limits would be rate of 8 per cent that would increase to 10 \$3,000 a year for freshmen. \$3,500 for sophper cent in fifth year of repayment. New "un- omores, \$5,500 for other undergraduates, subsidized" Stafford loans that do not have in- and \$9,000 for graduate students. Interest college interest subsidy would be created for rate would be 3.1 per cent above the 91-day Treasury bill rate up to a maximum of 9 per cent, and increase to as much as 11 per cent in fifth year of repayment. Government would and parent loans on participating campuses. pay interest while student is in college. Supplemental Loans for Undergraduate Students Stafford, supplemental, and parent loans, de- would be made available to all students, repending on characteristics of borrower. Staf- gardless of income, at an interest rate of up to

EOAMPIISIDAGEO, PROGRAMEN BUNGELEGA PETENTAN BENEVAN DE LA COMPONICIONAL DEL COMPONICIONAL DE LA COMPONICIONAL DEL Present law: Federal government pays 85 per House: Federal government's share for Sup-Senate: Federal government's share for Sup-

cent of Supplemental Educational Opportunity Grants, 70 per cent of College Work-Study. and 90 per cent of Perkins Student Loans. Colleges contribute remainder of the funds. Maximum supplemental grant is \$4,000. Perkins loans are administered by colleges and carry an interest rate of 5 per cent. Students may borrow a total of \$4,500 by end of their second year, \$9,000 over four years, and a total of \$18,000 for undergraduate and graduate

Perkins Student Loans would decline to 75 per completion of graduate degree. Institutions per cent and increase loan limits to \$8,000; \$16,000; and \$32,000, Perkins loans would be eliminated in 1996-97.

uates, and \$7,500 for graduate students.

plemental Educational Opportunity Grants and plemental Education Opportunity Grants, College Work-Study, and Perkins loans would be cent, Perkins limits would be \$6,000 by the 75 per cent. First-year graduate students end of a student's second year, \$15,000 by would be eligible for supplemental grants. Edthe end of the fourth year, and \$25,000 by the ucation Secretary could give 10-per-cent bonus in work-study and Supplemental Educawith default rates below 7.5 per cent on Per- tion Opportunity Grants to institutions that kins loans could decrease federal share to 50 graduate more than half of their Pell Grant recipients. Loan limits would be \$15,000 by completion of undergraduate degree and \$40,000 by completion of graduate degree.

NEEDS ANALYSIS

does not pay in-college interest.

Present law: Federal government contracts with four companies to publish, distribute. and process aid applications. Two of the contractors charge students a fee. Every student must complete an application each year. Simplifled form is available for families earning less than \$15,000 a year. Federal aid-eligibility formulas include equity in home, farm, or business as assets against which families are expected to borrow to pay for college expenses. Student is required to contribute 70 per cent of income for college costs.

House: Federal government would provide a Senate: Current application system would be aingle free application. Students would re-apply each year by updating information from the previous year. Single aid-eligibility formula would exclude from calculations the equity a family owns in its home, farm, or business. Student would be required to contribute half of after-tax income for college costs.

maintained. Simplified form would be made available to families earning up to \$50,000 a year. Education Secretary would be instructed to develop simplified re-application process. Single aid-eligibility formula would exclude home and farm equity for families earning less than \$50,000. Student would be allowed to keep \$3,500 of income and be required to contribute haif of remaining amount in first year and three-quarters in other years for college costs.

GRADUATE FELLOWSHIPS

Present law: Education Department maintains separate fellowships for minority students and for students studying teaching, humanities, science, or public service. In most cases, naximum annual stipend for a student is \$10,000

House: Education Department would maintain current programs and add "Faculty Development Fellowships" for minority graduate stusors. Participants would have to teach two professors. Participants would have to teach years for every year of assistance received.

Senate: Education Department would maintain current programs and add the "Dennis Chavez Fellowship Program" for minority graddents who are interested in becoming profes- uate students who are interested in becoming two years for each year of assistance.

EARLY INTERVENTION

Present law: Efforts to educate needy highschool students about higher education are included as part of the Trio programs. Students receive no extra aid for participating in the programs.

Grants by 25 per cent for those who partici-Funds would be provided for publicizing student-aid programs.

House: Trio programs would be maintained. Senate: Trio programs would be maintained. Liberty Scholarship and Partnership Programs The State Student Incentive Grant program would provide states with matching funds to would be amended to provide states with finance early-intervention programs and to matching funds to finance early-intervention give scholarships to participants. Congres- programs and to give scholarships to particisional Honors Awards would increase Pell pants. Pell Grant recipients who participate in pate in early-intervention programs for three strate "academic achievement" would receive years and have a grade-point average of at ACCESS scholarships for four years that are least 2.5 for final two years in high school. worth \$1,000 a year. Funds would be provided

TITLE III.

Present law: Provides funds to help "developing institutions" improve academic programs and support services and build their endowments. The program includes "set-asides" for historically black and two-year colleges. Provides aid to five historically black graduate schools.

would be eliminated. Colleges would be allowed to use funds for creating or improving development offices or teacher-education programs, or creating early-intervention programs. Eleven more historically black graduate schools would be made eligible.

House: The "set-aside" for two-year colleges Senate: The "set-aside" for two-year colleges would be eliminated. Institutions would be allowed to use funds for telecommunications services and to establish or improve a development office or teacher-education program. Six more historically black graduate schools would be made eligible for assistance. A program would be set up to provide assistance to colleges where Hispanics account for at least one-quarter of undergraduates.

House Approves Bill to Reauthorize Is for example, lawmakers at-**Education Act**

Continued From Page Al of all sorts of administrative problems," he said. "There's no reason Files, a Republican from New Jer-

Mr. Alexander said the proposal-which calls for testing direct loans on campuses that collectively have had a total of \$500-million in loans in the past year-was too large to be a pilot project. "There's a difference between a true demonstration program and a foot in the door for a bad program," he said. He said he could not say how small a demonstration project would is rules to Pell Grants, to guard have to be to win the Administration's approval.

'That's Our Position'

Mr. Alexander acknowledged uninstitutions with high default that the Administration had had some difficulty in getting House Republicans to oppose the expansion of student aid to more middle- While this bill represents income families. "We believe federal money ought to be concentral listep forward, I really ed on the poorest families," the Secretary said. "We may not suc. | w hoped to come to the ceed with that, but that's our posi-

Indeed, few Republicans seemed wild give us a glant to support that position, Many joined Democrats during the in forward." House debute in praising the rearthorization bill for raising the in the if their students were not come ceiling for Pell Grant recipies if their students were not come ceiling for Pell Grant recipies to \$49,000 from \$30,000. They also expressed support for making Stafford Student Loans available to all students, regardless of interception in the students of interception in the stude

Rep. E. Thomas Coleman, the Missouri Republican responsible for managing the bill for his party, hailed the legislation for helping millions of middle-income Americans meet the high cost of college, "It's an expensive proposition," he said. "You have to be extremely would by a roll of feel the pinch at the said." To feel the pinch at the said with the said of the pinch at the wealthy not to feel the pinch at here. many of these institutions."

Rep. Thomas E. Petri, a Wiscon Hate Over Standards sin Republican, agreed. "The midsin Republican, agreed. "The mid-lawmakers also squabbled over dle class, in particular, is increased that to limit eligibility for stuingly hard pressed to foot these and aid to students who could not bills," he said.

Democrats Block Amendment

House Republicans did attempt to scale back the direct-loan program, but Democrats blocked them from offering an amendment to that effect. Republicans, led by Mr. Coleman, argued that institution that made \$500-million in loans in one year would lend more than that in subsequent years because of riving tuition and enrollment growth. He suggested that Congress cap the direct-loan program at \$500 to scale back the direct-loan program

met by making Stafford loans to the would have required all aid restudents.

But Democrats, led by Repaired to have a high-school displayed or its equivalent was defeat who chairs the Budget Committee, who chairs the Admittal Students the Budget Committee, who chairs the Admittal Students the Committee, who chairs the Henry Contended that students the Budget Committee, who chairs the Henry Contended that students the Budget Committee, who chairs the Budget Committee, who chairs the Budget C

endments that are likely to draw which allows people to receive aid if they can demonstrate on an examination an "ability to benefit"

, For example, lawmakers atfrom instruction. billion-dollar cost of student-Lawmakers also engaged in a a defaults by tightening the heated debate over whether prisis for dropping institutions from oners should be eligible for Pell Grants. Supporters of stopping Soonsored by Rep. Marge Rousuch grants contended that the \$160-million a year that was going To the amendment would elimito prisoners should be spent on institutions whose former law-abiding citizens. Opponents clents had default rates above 25 argued that prisoners needed the

ests from some college offi-

w cent for three consecutive

b Bart Gordon, Democrat of

inessee, who sponsored the

s should not be given Pell

the proposed academic stan-

kan programs.

as. The current law-which has iobs after their release proposed by officials at com-The House overwhelmingly defeated an approach approved by bity colleges and black colks-sets the cutoff at 35 per cent the Senate that would limit the alreduces it to 30 per cent in cover only educational costs, and ™ House also voted to extend not living expenses. Lawmakers then voted 351 to 39 to ban Pell ist abuse of that program. Grants for all prisoners.

grants to prepare themselves for

Smarting From Earlier Losses

Over all, Democrats voiced strong support for the legislation, but some were still smarting from losses they suffered in the previous week in an effort to bring the bill to versity of Arkansas and \$1.5-milthe House floor. Many from the Education and Labor Committee had wanted to make the Pell Grant program an "entitlement" and guarantee grants for all who qualified, but they were forced to give that up because it would have violated the 1990 budget agreement.

"While this bill represents a step forward, I really had hoped to come to the floor with a bill that would give us a giant leap forward." said Mr. Ford.

Student leaders were unhappy that lawmakers approved \$1.2-billion in fees over five years, to be charged to students to satisfy the terms of the budget agreement. Five-per-cent fees are to be assessed on every Stafford loan, Supplemental Loan for Students, and Parent Loan for Undergraduate Students.

Under current law, the fees are charged only on Stafford loans. Students had supported an effort by Mr. Ford to phase out that fee, because they viewed it as an unfair tax on the needy.

The 1990 budget agreement continued to be a factor in last week's debate. Spending limits in the pact were cited in blocking consideration of amendments to:

- Raise the borrowing limits for Stafford loan recipients.
- Allow schoolteachers to delay repayment of their student loans. Allow medical interns and residents to delay repayment of their

The Bush Administration's promise of a veto came as a surprise to many lawmakers and college lobbyists. In recent months the direct-loan program at \$500 million a year, and that any demand for additional loans on the so-called direct-loan campuses by making Stafford loans to the the students.

The suggested that Congress to the suddents would be "a gross fed-million a year, and that any demands of four-year colleges."

The suggested that Congress to the white House had promised to veto any legislation that included the Pell Grant entitlement or a full-fledged direct-loan program. With those measures eliminated, would have required all aid restricted to the veto any legislation that included the Pell Grant entitlement or a full-fledged direct-loan program. With those measures eliminated, would have required all aid restricted to the veto any legislation that included the pell Grant entitlement or a full-fledged direct-loan program. With those measures eliminated, would have required all aid restricted to the veto any legislation that included the pell Grant entitlement or a full-fledged direct-loan program.

Bush Seeks to Block Spending on Earmarked Projects

By COLLEEN CORDES

were not subject to agency compe- a single issue. The President also titions or merit reviews, the President has sent individual proposals tional projects for individual reto Congress to rescind the money scissions in the future. that it set aside. He has called on Republican Congressional leaders were not sure of the outcome of the amount of prisoners' Pell Grants to to fight for an individual vote on effort. each project.

3 Dozen Campus Projects

The President included about three dozen university projects as ects involving research on asparapart of a much larger group of indigus, mink, and prickly pears as vidual rescissions that he proposed last month. They include, for ex- spending. ample, \$3.1-million for a Poultry Center for Excellence at the Unilion for research on water pollution Nebraska and by lowa State Uni-

Many other academic earmarks WASHINGTON in the budget for fiscal 1992-in-President Bush has proposed cluding most of the biggest onesthat millions of dollars in Congres- were not included. But many of sional earmarks for projects at spe- those others had already been comcific universities be eliminated bined in a single package of profrom the federal budget for fiscal posed rescissions that the President sent to Congress earlier-and For each of the projects, which that Congress can now deal with as

Congressional experts said they

warned that he would identify addi-

In a White House speech announcing his proposals. President Bush singled out the relatively small earmarks for academic projwasteful examples of pork-barrel

Speaking of such research, he said: "The examples would be funny if the effect weren't so serious. And this kind of wasteful spending by the Universities of Kansas and destroys public confidence in the integrity of the government. And Americans have every right to be unv of those."

outraged and disgusted. It's their

money." Kelvin Koong, head of the department of animal science at Oregon State University, said the \$46,000 for mink research at his institution would be well spent. He said the mink industry, which partly supports the work, had sought the earmark. The work is important, he said, because Oregon State is one of two American facilities conducting mink research.

'Part of the System'

"We don't like the earmarking of research funds, but that's part of the system and the game that you have to play," Mr. Koong added.

Research on topics such as asparagus, mink, and prickly pears is just as legitimate-and unfunnyas research on any other agriculturnl issue, he said.

"What's funny about spending money on asparagus?" Mr. Koong usked. "We do research on corn, and soybeans, and on the dairy cow, and on beef cattle, and I don't know anything really funny about

WASHINGTON UPDATE

- Administration official criticizes scientists' claims on fetal tissue
- Bush vetoes tax bill containing provisions sought by colleges
- Report calls for more federal support for non-basic research

health official said last week pregnancies and miscarriages tional Academies of Science that scientists and reporters and did not restrict scientists had "overstated the bene- from conducting research on fits" of fetal-tissue trans- animals, using fetal tissue from plantation for treating a variety of afflictions.

Speaking at a press conference arranged by the House of Representatives Pro-Life Caucus, James O. Mason, the Asthe Department of Health and colleges and universities. Human Services, said: "Some would have us believe that lifting the moratorium on the rewould provide instant cures for ers. diseases like diabetes, Parkin-

truth." With the Senate expected to vote, perhaps as early as this week, to overturn the Administration ban. Dr. Mason reiteratproved a similar bill last sum- income taxpayers. mer. President Bush has vowed An attempt to override the removal of the ban.

could be further from the

Dr. Mason said his main objection to the bill was that lifting the ban would encourage more women to seek abortions.

That action, he said, would also create a demand for fetal tissue that would depend upon maintaining the legality of abor- ments in basic research," to Technology, are available for

definition" and noted that it did opment. not prevent scientists from us-

A top Administration ing fetal tissue from ectopic come from a panel of the Nainduced abortions.

-STEPHEN BURD

President Bush has vetoed tax legislation that contained sistant Secretary for Health at several provisions sought by

The legislation would have: ■ Extended a tax deduction for employees on educational

search from aborted fetuses benefits provided by employ-Restored tax benefits, lost

son's and Alzheimer's. Nothing in the tax-reform legislation of 1986, on making gifts of appreciated property.

■ Provided a tax credit for interest on student loans.

The President said he had vetoed the bill not because of the ed the Administration's opposi- provisions related to higher edtion to the use of fetal tissue ucation, but because of other from induced abortions. The provisions that would have House of Representatives ap- raised the taxes of some high-

resentatives last week.

role in civilian technology should be expanded beyond "its primary focus on investemphasize more partner-He called the ban "a narrow ships with businesses in admoratorium with razor-sharp vanced research and devel- Press, 2101 Constitution Ave-

That recommendation had

and Engineering and the Institute of Medicine.

The group recommended that a few agencies, including the National Institutes of Health, spend more on "pre-commercial" research and development-efforts to develop technologies that stop short of "narrow, focused commercial

application. But it also called for the creation of a new, private, quasigovernmental organization, to be called the Civilian Technology Corporation. It would be supported by a one-time federal appropriation of \$5-billion and would work closely with industry to promote cooperative efforts in pre-commercial research and development in key technologies.

The panel emphasized that increased federal support for such work should be closely linked to industrial support, usually meaning that private businesses would be expected to pay about half of the cost of any project. to veto any bill that includes a veto failed in the House of Rep- Such joint projects should be initiated and designed by indus---- SCOTT JASCHIK try, the group added.

As much as possible, it said, the proposed corporation The federal government's should be set up so that it is protected from political pressures.

> Copies of the report. The Government Role in Civilian \$22.95, plus \$3.00 shipping, from the National Academy nue, N.W., Washington 20418.

> > -COLLEEN CORDES

Students Have Right to See Comments of Admissions Officers, U.S. Rules

Continued From Page Al Amendment after its chief legislative sponsor, former Sen. James L. Buckley. The law generally bars colleges from releasing information mission, and it grants students the right to see their education records. Colleges that violate the law risk losing their eligibility for feder-

al funds. LeRoy S. Rooker, who directs enforcement of the law for the Education Department, said that in the four years he had held his post, Mr. Gerstein was the first person to ask whether the legislation covered the reports prepared by admissions counselors.

Some colleges routinely destroy reports prepared by their admissions offices, once students are admitted-a practice that Mr. Rooker said would be legal as long as the college did not destroy a document that had already been requested by

'Candid Evaluations'

Other institutions, Harvard among them, keep the documents. In a letter to the Education Department last year, Harvard lawyer Marianna C. Pierce said the comments in question contained "candid evaluations of the candidate by the initial readers" of the application. She said the comments should not be covered by the Buckley Amendment because they were kept separate from students' permanent records and did not affect students once they had been en-

In the math department, the civ-

il-rights office said it based its find-

ing on "a statistical disparity in the

rates of admission to the mathe-

matics department on the basis of

race, an inconsistency in how

Asian and white applicants who re-

ceived the same evaluation ratinus

were treated, and insufficient evi-

dence to show a non-discrimina-

UCLA officials have repentedly

denied that any discrimination

cords in the departments it could

not evaluate and to admit to the

tory basis for this pattern."

Potential Loss of Funds

of federal funds from UCLA.

took place.

Continued From Page A25

records because they "are useful intional Rights and Privacy Act, explaining our processes in the commonly known as the Buckley case of a complaint by a disappointed applicant, or in the case of a review by an outside agency."

Admissions officers at other colleges said the comment sheets about students without their per- could also enable counselors to check back-after a student has either thrived or done poorly at an institution-to see if they had made accurate predictions about his or her performance.

Some Materials Exempt

In a letter to Harvard's president, Neil Rudenstine, Mr. Rooker of the Education Department said the university's analysis of the Buckley Amendment was wrong. Mr. Rooker wrote that the Congressional definition of "educational record" included any documents that "contain information directly related to a student" and "are maintained by an educational agency or institution."

Mr. Rooker wrote that the admissions counselors' comments met those criteria and that Harvard had to release the information. which it has since done.

Certain materials, however, are exempt from the requirement. If students-as many colleges request-waive their rights to see letters of recommendation submitted on their behalf, a college may omit comments related to those letters confidentiality concerns to be able from any materials provided to a to spin public opinion over the ad-

Mr. Rooker also said the law did not give any rights to students who been rejected by a college, since the Buckley Amendment de- but he said that it still might be posfines a student as someone who has Ms. Pierce said Harvard kept the enrolled. The law does, however, students are admitted by reviewing

had happened since then.

verv fair.



Frank Burtnett of the National Association of College Admission Counselors: The quality of evaluations will go down because "you are going to see people being less candid."

give former students the same rights as students.

Mr. Gerstein said he was pleased with the ruling. "Universities should have to defend the way they go about making their admissions decisions, and the universities seem to be saying they don't."

He cited alleged quotas for Asian-American students as just one example of why students should be able to see their complete records. "Why should the university be able to hide behind missions process?" he asked.

Mr. Gerstein said he was disap-

pointed that the law did not cover students who had been rejected. sible to get a better sense of why

Asian Activists and UCLA Irked by Status of U.S. Inquiry chancellor for student affairs at sage to universities is that when it sity had not kept sufficient rec- UCLA, said the OCR had sent a team comes to the rights of Asian-Amerto the campus to review the case in ican activists, they can pretty science majors.

> our appeal nor have they come up with a revised finding," Ms. Permaul said. "We don't think it's She added: "This thing has been dragging on for much too long, and we don't understand what the hold-Aslan-American activists said

the delays reflected the laissez faire attitude of the government with respect to discrimination against Asian Americans. Said UCLA, the civil-rights office asked nator for the Japanese American of the case was "outrageous." the university to keep better re- Citizens League: "What's signifi- Representative Rohrabacher, a missions officers are generally kept students are admitted and so wolk and the departments it could contain that there was an actual Could contain that there was an actual Could contain the departments it could contain the departments it could contain the departments it could contain the department of the dep cant is that there was an actual California Republican, has been a for six years. In recent weeks, not have any information to formation of discollection and the canter of the control of the canter finding of discrimination and yet leading Congressional critic of the about 15 students have asked to see vide students once they enroll. there's no action or follow-up."

math department five students who the ocr found had been improperly Ms. Kagawa said that Bush Ad- American issue, ministration officials appeared to Said Mr. Curran: "If there had denied admission. The oca also noaccept the "model-minority myth" been some other group that had tified UCLA that if it did not comthat Asian-American students face been adversely affected by racial ply, the agency could seek a cutoff no difficulties in education. "They discrimination, there would have Although the university agreed seem to think that this must not be been yells and screams that this to improve its record keeping, it a big problem because it involves had sat around for so long after a cerned about the effects of the Ed-Asian Americans," she said. said it would not take any steps

Mr. Wang of Berkeley said that the department's inaction would spokesman said, however: "We invasion of the privacy of the selection going to stifle comments and mentaged the wrong message" to care about cable invasion of the privacy of the selection going to stifle comments and mentaged the wrong message" to care about cable invasion of the privacy of the selection going to stifle comments and mentaged the care about cable invasion of the privacy of the selection going to stifle comments and mentaged the captures of the privacy of the selection going to stifle comments and mentaged the captures of the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle comments and mentaged the privacy of the selection going to stifle going the selection going the selection going to stifle going the selection going to stifle going the selection going to stifle going the selection going the selection going to stifle going the selection going the selection going to stifle going the selection going the selection going to stifle going the selection going to stifle going the selection going the going the selection going to stifle going going going to stifle going going going going going going going going with regard to the math department and told the Education Department that it wanted an additional review. send "the wrong message" to care about achieving compliance in tion process," he said. Jane S. Permaul, assistant vice- American universities. "The mes- every instance."

February 1991, but that nothing much ignore them," he said. Anger in Congress "They have neither dealt with Members of Congress are also angry about the delays. In the past

two years, Democratic and Republican lawmakers have used appropriations hearings and reports accompanying appropriations bills to urge the Office for Civil Rights to complete its reviews of alleged cases of discrimination against

Asian-American students. Gary Curran, a former oca official who is now chief of staff for Rep. Dana Rohrabacher, said the civil-rights office on the Asian-

finding of a violation." The Education Department

<u>and the will be a first that the second of </u>

the comments on their applications. He also said he hoped to find students enrolled at colleges where they had been placed on waiting lists, to compare comments on their applications with those on the applications of students who had been accepted.

L. Ling-chi Wang, chairman of the Department of Ethnic Studies at the University of California at Berkeley, said reviews of admissions counselors' comments might help Asian-American students. Mr. Wang has been a proponent of the view that universities discriminate against Asian Americans. Anecdotally, Mr. Wang said, he

Destroyed After 3 Years has heard reports of "subtle bias" in the admissions process. For example, he said, university officials may criticize an Asian-American applicant who has focused on a particular discipline for not being well rounded while complimenting a similar white student for being focused. That happens, Mr. Wang said, because university officials fear that all Asian-American students will end up as engineering or

Mr. Wang said he thought reviews of the admissions comments might indicate whether such bias was indeed being used to limit the enrollment of Asian Americans.

All university admissions officials contacted last week by The Chronicle said they did not think any bias would be found in the comments. Willis J. Stetson, Jr., dean of admissions at the University of Pennsylvania, said: "We try not to stereotype any group or any

At Penn, the comments of admissions officers of the comments that were made about them. Since learning about missions at Santa Clara, said the Harvard decision, the university has decided to provide the students with the materials and is currently trying to locate the papers.

Mr. Stetson said he was con- missions officers. ucation Department's ruling. for us to be professional, the source of REPRESENTATIVES "This could be the beginning of an that's not bad," he said. "Bullings of an investor of the said."

■ Because of the Harvard ruling, that's not good."

Mr. Stetson said, Penn may change upping a Strategy the waiver it now asks applicants to links of the regulations—in-

Government & Politica

sign. The waiver says that students ting members of Congress, understand that application folders pereducation lobbyists, and will include "evaluation state linghts leaders—have been ments from members of the admis-ling to map a strategy to presions staff" and that "confidential the department from issuing appraisals shall not be disclosed to ingulations. A consensus is nyone, including myself." ring that lawmakers should Mr. Rooker of the Education De Mradelay by asking the Genanyone, including myself."

partment said that while college (accounting Office, Congress's the legislation as a campaign issue may ask applicants to waive the mative arm, to conduct a right to see teachers' recommends in minority scholarships. tions, they may not ask students sunclear whether Mr. Alexfor "blanket waivers" that would would hold off the regulaapply to the comments of admir a because of a Congressional শ্ব. An Education Department

swoman said last week that hought the department al-Marlyn McGrath Lewis, director by had enough information to

L_{emment} & Politics

Minority Aid

rek Delay by U.S.

Supporters of minority scholar-

dday. Their aim is to prevent

Education Department from is-

egregulations that would gener-

har colleges from restricting

softheir grants to members of

facation Secretary Lamar Al-

ader proposed the regulations

acember, after a year-long con-

easy sparked by department

moents that such aid was ille-

The deadline for public com-

ton the proposed regulations

wastmonth, and Mr. Alexander

repected to issue final regula-

s some time in the next few

min racial or ethnic groups.

Ymsare working on a new strate-

WASHINGTON

By SCOTT JASCHIK

Marlyn McGrath Lewis, directory had enough information to of admissions for Harvard and head with the regulations. Radeliffe Colleges, said shedid not haide to Sen. Paul Simon, an expect any changes there because in Democrat who has been a of the ruling. Ms. Lewis said the fageritic of the proposals, said comments of admissions counsel to omight be able to provide ors were kept for around three tional information to change years and then destroyed.

Alexander's mind about the

not believe it would always be

that an admissions officer had re ervations about admitting him. Private colleges and prestigion public institutions are most like to be affected by the ruling becau many other public colleges prof ise to offer admission to studen who meet certain objective crift ria, such as grade-point averagest

students' advantage to review the

comments. A freshman, she said

might be discouraged to find o

standardized test scores. Some private institutions, as Rice and Santa Clara Universi routinely destroy the com-

Daniel J. Saracino, dean of a tions that save the comments of a

"If it would serve as a remit people more cautious, I'm

ships-such as those for athletes. women, and children of alumnithat are not awarded purely on the basis of financial need or academic merit. The aide said that supporters of minority scholarships believed the department did not yet understand that minority scholarships are just one form of aid among many. **Concern Over Possible Veto**

Since the controversy over mi-

cal pressure or lawsuits.

for the Washington Legal Foundation, said that the proposed regulations were "a correct interpretation of the law." and that the department had no choice but to make them final.

Said Mr. Samp: "It isn't a question of what effect this is going to

proposed regulations on minority students. The office might also examine other kinds of scholar-

Alicia J. Ybarra, who has been studying the minority-scholarship issue for the United States Student Association, said: "A study would show how widespread targeted scholarships are."

Senator Simon's aide said the primary motivation behind the delaying tactic was to get more information to the department and the public. Others who have been involved in the discussions said that delay was essential because the other major option-legislationwould face many difficulties.

nority scholarships started, some educators have argued that Congress should pass a law declaring them to be legal. But civil-rights activists now are concerned that if Congress passed such a law, President Bush, who opposes minority scholarships, would veto it and use in the fall.

While civil-rights lobbyists said they hoped they could win a delay from Secretary Alexander, critics of minority scholarships vowed to oppose any such delay with politi-Richard A. Samp, chief counsel

next year. Meanwhile, in Rhode Island, officials are concerned that a 15-percent reduction in spending on financial aid proposed by Gov. Bruce Sundlun, a Democrat, will disqualify the state for \$320.000 next year. The reduction would bring the state's spending to \$7.9-

Ms. Lewis said that Harvar harships.

Would comply with the Education aide said the GAO might be Department ruling, but that she did to study the effects of the later. The students of the later and the later and

how severely it has cut its own as the "match" for the federal program. Mr. Farber said it was unfair The lost money is the amount the state had expected to get from the federal funds even though its has and that the corporation's Board of State Student Incentive Grant proconsistently provided more than the amount of the federal grant. The program requires states to -GOLDIE BLUMENSTYK match the amount they receive from the federal government with at least an equal sum. The law requires that states like Massachu-

STATE NOTES

■ Massachusetts loses \$2-million in federal student-aid funds

■ Texas comptroller calls for audit of guaranteed-loan agency

■ Georgia creates \$50-million distance-learning program

Massachusetts will lose out

this academic year because of

setts, which exceed the federal

grant with a much larger state ap-

propriation, keep student-aid fi-

nancing at a level equal to the aver-

three years to remain eligible for

the federal grant. The calculation is

not based on a state's entire stu-

dent-aid spending, but only the

selves," said an Education Depart-

ment official. Massachusetts offi-

cials said they hoped the state's

planned increases in student-aid fi-

its eligibility for the federal money

Elwood G. Farber, executive di-

rector of Rhode Island's Higher

for the incentive program.

for student aid.

age appropriation in the previous

spending on financial aid.

Georgia's Gov. Zell Miller has created a new program for distance learning and "telemedicine" and has arranged for \$50million to help finance the new telecommunications network.

The money will come from a fund created in 1990 when the state recouped \$73-million in overcharges from the Southern Bell telephone company.

In an usually swift round of legisamount it designates as a "match" lative maneuvering last month, For Massachusetts, the average Governor Miller, a Democrat, sefor the previous three years was cured the money and the legislation \$34-million. This year the state is providing only about \$23.7-million Within hours of the legislation's 'They disqualified thempassage, he signed it into law.

The Governor said the money would be used to buy and develop technology that will allow colleges. schools, and hospitals to provide nancing for 1992-93 would restore classes and medical advice over two-way television. Georgia now has a limited number of distancelearning and "telemedicine" projects in operation, including one that links the Medical College of Georgia with a rural hospital.

A nine-member board of governors, including representatives of the state Board of Regents, the public-school system, and the the pay of many public-college emadult- and technical-education system, will determine how the money is spent. The systems and individual institutions will be asked to apply for the money.

not provide any money to operate the distance-learning programs. and the \$50-million is not enough to link up all the state's schools, colleges, and hospitals. But J. B. Matthews, executive vice-chancellor starter fund."

Guaranteed Student Loan Cor- more evenly. poration and says the resignafor such a review.

as president of the guarantee agen- the City University of New York cy in February. The loan corpora- and State University of New York tion's board agreed to pay him systems. The law calls for the state \$105,000 in severance—the equiva- to make the payments retroactivelent of one year's salary-but there ly, and it creates a committee to has been no explanation for the recommend an appropriate level of board's decision to pay the sever- pension contribution from the state ance. Mr. McCormick, who is re- for faculty members who have covering from surgery, was un- signed up for the private pension available for comment.

Education Assistance Authority. on more than \$2-million in fed- said the state should not be renal- the loan corporation's board. eral assistance for student aid ized because it had always desigwould not discuss reasons for the nated its entire student-aid budget resignation or the severance pay.

As for the audit, a spokeswoman for the corporation said that the that Rhode Island could lose its state had not yet initiated an audit Directors would discuss the request at a meeting this month.

The corporation guarantees about 95 per cent of the student loans made by banks to Texas students. Mr. Sharp has been an exofficio member of the loan cornoration's board since January 1991, and he said it had been difficult to get information about its finances A from agency officials.

Just before Mr. McCormick's resignation, Mr. Sharp sent him a letter seeking answers to 10 questions on loan servicing. He said Mr. McCormick had sent him back a two-inch-thick report.

Said Mr. Sharp: "I think a lot of board members would agree that this was stuff they hadn't seen becreating a governing board for the fore. That didn't seem to be the new telecommunication network. way to run a corporation of that

> For example, he did not know that the cornoration had loan-servicing liabilities that could total \$36-million. By February, that liability had shrunk to \$9-million. /-Byen so, Mr. Sharp said, the board should have been informed.

--- MARY CRYSTAL CAGE

Briefly noted

Florida lawmakers are still at an impasse over their 1992-93 budget, but legislators repealed a measure that called for reducing ployees and other high-paid state officials by 3 per cent. State highereducation officials fought for the repeal, fearing that its very passage would deter prospective faculty The Governor's legislation does members from coming to Florida or drive away those already employed at public institutions.

■ Faced with anti-tax sentiment and heavy lobbying by coal and oil interests, lawmakers in Wyoming have killed a proposal that would for information technology for the have established a statewide propuniversity system, called the initial erty tax to increase state support appropriation "a rather significant for community colleges. Only the -0.B. , seven counties with community colleges now impose such a tax. The colleges also serve students Comptroller John Sharp of from the 16 other counties, and col-Texas has called for a compre- lege leaders had sought the change

■ A new law in New York will tion of the agency's president end a legal deadlock that had provides a perfect opportunity prompted the state to halt payments to the private pension plans Joseph L. McCormick resigned of about 17,000 faculty members of

WASHINGTON ALMANAC

H FEDERAL AGENCIES

language Instruction. The Education Department has proposed rules to modify the Higher Education Programs in Modern Foreign Lunguage Inding and Area Studies. The change would allow the department to make graphs for more than no tent to make grants for more than one year to digible institutions for overseas lan-mage programs. Comments must be tectived by April 20 (Pederal Regis-ler, March 19, Page 9,618).

Numer's education benefits. The De-partment of Veterans Affairs has is-sed proposed regulations that would prevent members of the military from my or Bill if they are on active duty their course fees. Comments from the public must be received by April 15. 9.081-21. March 16, Pages

HEW BILLS IN CONGRESS

Coples of bills may be obtained hom Representatives (Washington MSIS) or Senators (Washington

tationmental education, HR 1455 would establish an environmental edby the Environmental Protection Agency, for schools and universities seeking educational material. By Representative Lloyd (D-Tenn.). Higher education, 118 4471 would reauthorize for five years the student-loan

and other programs of the Higher Ed-ucation Act of 1965. By Representative Ford (D-Mich.) and 22 others. nternational cooperation. HR 4550 would authorize funds to endow a private, non-profit foundation to orga-nize and finance joint research-anddevelopment projects among the United States and some of the states of the former Soviet Union. By Representative Brown (D.Cal.) and seven

Maritime academies. 11R 4492 would ed by state maritime academies from new federal inspection fees. By Rep-resentative Fields (R-Tex.)

aper research. HR 4425 would require the Secretary of Energy to consult ersities in the development of a five-year plan for research into ener-sy efficient pulp and paper technologics. By Representative Swett (D-N. H. J and six others.

Science scholarships. HR 4508 would amend the Excellence in Mathematies, Science, and Engineering Educa-tion Act of 1990 by requiring secondary students to take an exam to deternine scholarship recipients. By Representative Traficant (D-Ohio). Scientist immigration. HR 4526 would. in part, case regulations to allow some scientists from the former Soviet Union to immigrate more quickly and easily to the United States. By

Representative Bereuter (R-Neb.) and 10 others. and to others.

Scholarship program, ITR 4443 would require the U.S. Institute of Peace to establish the Spark M. Matsunaga Scholars Program, which would, in

part, provide grants to undergradu-ates to study international peace is-sues and conflict management. By Representative Williams (D-Mont.). eaching fellowships. HR 4491 would extend the tax-exempt status of the Christa McAuliffe Fellowship pro-

Tribal languages. HR 4517 would make grants available to American Indian tribal sovernments and other organitheir languages. By Representative Martinez (D-Cal.)

TRIO programs. 118 4522 would extend the authorization of appropriations for the TRIO programs under the High-er Education Act, which help firstgeneration college and graduate students prepare and pay for their education. By Representative Alexander (D-Ark.). feterant' benefits. IIR 4520 would

change the date of the start of the Vietnam era to December 22, 1961, for the purpose of determining eligibility for veteruns' benefits. By Representative Solomon (R-N.Y.).

International cooperation. 5 2401 is the Senate version of HR 4550. By Senutor Gore (D-Tenn.).

Politics and High Expectations Bedevil California State U.'s Chancellor

campus presidents. Some faculty members say he is using a quota system to fill key posts. But Hispanie politicians, whose influence is growing in California, say he is not doing enough to find Hispanic candidates for the three presidential posts now vacant.

Many educators and politicians in California say the coming months will be the true test of Mr. Munitz's abilities and will determine whether he has the know-how and political savvy to revitalize a university system that has been erippled by budget cuts and a lack of confidence in its leadership.

Robert J. Campbell, chairman of the Assembly Ways and Means Subcommittee on Education, says: "He seems bright. He seems concerned about the system. But he assumes control of the largest system of its kind at the worse time."

Series of Controversies

The system was plagued in the 1980's by a series of controversies surrounding financial practices that culminated in 1990 with the resignation of W. Ann Reynolds as chancellor. Ms. Reynolds, who had headed the 20-campus system for eight years, denied any wrongdoing. She has since become the chancellor of the City University of

Most galling to politicians were reports that surfaced shortly before Ms. Reynolds quit: that the -- system had spent \$240,000 in 22 months to maintain her Bel Air residence. The residence was owned by the system and the expenditures were legal, but they angered the public and the Legislature.

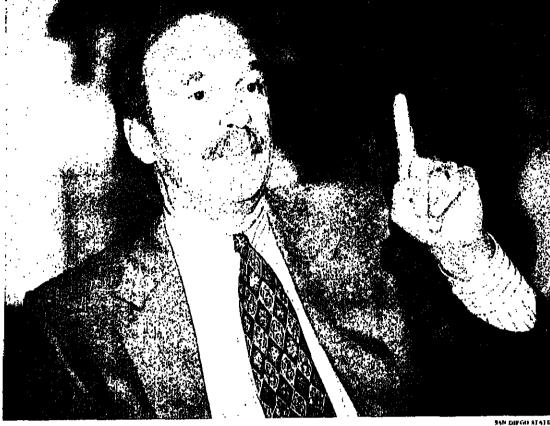
The system moved quickly to prevent a repetition of the scandal Reynolds left-for \$3.6-million. The system then bought a home near its Long Beach headquarters of proceeds from the Bel Air sale into an investment account for maintaining the new residence.

Mr. Munitz has demonstrated that he is cleaning house at the system office. Only one of five vicechancellors remains from the Reynolds years. New senior officials include Molly Corbett Broad, who resigned as executive director of the Arizona Board of Regents to become senior vice-chancellor for finance and administration, and Fernando C. Gomez, a San Antonio lawyer who is now the system's general counsel.

won praise for being better managers. Says Mr. Shansby, "It's kind that has been losing. And all of a whole lot of people." sudden they get a couple of new players and they start winning."

system remain. Mr. Munitz says: promised students it would hold fu-'There have been surprises for me ture increases to the 10-per-cent in terms of the depth and intensity coiling. To do otherwise would of these issues."

F. Patrick Nichelson, professor antees," he says. of religious studies at California State University at Northridge, says that in this difficult budget year it is in the interest of administrators and faculty members to swer, he says, is a public-education Leventhal, provost and dean at work as a coalition to secure additional financing from the state. But raise taxes.



Barry Munitz, chancellor of the California State U. System: "There have been surprises for me in terms of the depth and intensity of these issues."

Mr. Nichelson, who is president of the California Faculty Association. the union that represents csu faculty members, says forming that coalition has been difficult at times because neither Mr. Munitz nor any member of his top echelon has any experience negotiating with faculty unions.

Mr. Munitz needs all the support he can get for the tuition increase. which he says is necessary to maintain the quality of the system. The state has prided itself on maintainby selling the house when Ms. ing a low-cost higher-education system. Tuition for the state university is now \$936 a year.

Since the system's board voted for \$1.2-million and placed the rest for the increase, legislators have see that the student association received hundreds of letters from alumni, parents, and students decrying the fee hike.

In March, the Assembly Ways you delay getting in. and Means Subcommittee on Education voted to limit the fee increase to 10 per cent. Furthermore, Willie L. Brown, Jr., the Speaker of the Assembly, said the 40-percent hike was illegal because state law sets a 10-per-cent ceiling on tuition increases.

40% Increase 'Is Crazy'

Says Assemblyman Campbell: "The majority of the lower-income Generally, the new team has folks go to the community colleges. The next step up are the csu's. To allow fees to go up 40 per cent is cation. Munitz may have missed an of like watching a baseball team crazy. We're going to force out a opportunity this year,"

The Assemblyman notes that in exchange for increasing fees 20 per presidential searches. Assembly-But serious frustrations with the cent last year, the Legislature mean "we're reneging on our guar-

At the same time, Assemblyman Campbell says, lawmakers know the system cannot operate without csu Board of Trustees, Mr. Munitz additional state support. The an- had intended to nominate Ruth campaign to emphasize the need to Pennsylvania State University at

Mr. Munitz makes no apologies for the proposed tuition increase. He says of the lawmakers' action: "They have taken a very dramatic step to undermine this university. A 10-per-cent limit is more than far-fetched. Ultimately the budgetconference committee has to find us some tax money or they have to find us some fee money.

Critics Are 'Short-Sighted'

Mr. Munitz realizes some student groups view the vote to limit the increase to 10 per cent as a victory. But he says: "Those students who register in the fall and who find themselves in the street will was being short-sighted. What I'm trying to do is to point out the hoices—either you pay \$1,300 or

Some students, like some faculty members, say the chancellor's criticism of their approach may prove costly to him in the future. Says Jeffrey K. W. Chang, legislative director of the California State Student Association: "What I fear is that by his reacting this way to what the Ways and Means subcommittee did, Munitz may be alienating a lot of people. In the past, students have joined the state-university chancellors in going to the Legislature to fight for higher edu-

Legislators are also angry with Mr. Munitz over his handling of man Richard Polanco, chairman of the Latino Legislative Caucus, chided him for failing to select a Hispanic for the presidency of San

Jose State University. The dispute about the San Jose State search was a bit more complicated. At the March meeting of the Harrisburg, for the post, But she

withdrew, citing the bitter opposi-

tion to her nomination as one of her reasons. Alumni, including one who had donated \$1-million. threatened to withdraw their sunport if the search was not scrapped because they said Mr. Munitz had

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Government & Politics

set a quota for the pool of candi-

Ms. Leventhal was among six finalists for the job-three women, two of whom were white and one an Asian; and three men-a Hispanic, a white, and a black. The diversity of the candidates raised eyebrows among some professors and alumni.

After her decision was made public, Mr. Munitz insisted that she was the only candidate with comprehensive support from the search committee and the community. He says: "Ruth was a very impressive finalist, and our loss i Harrisburg's gain." The collapse of the San Jose

search prompted more demands [] If Gray, III, has said he wants the that the system recruit minority candidates. Some educators say Mr. Munitz has not done enough.

Says Guillermo Rodriguez, director for policy and research for the Latino Issue Forum: "He said he was going to make a concerted effort to increase the Latino representation in CSU. We haven't seen a par's. Although Mr. Gray strong effort on his part. We've been working quite well together. but still with the understanding that we are watching and waiting."

With presidential posts open at California State University cambereorganized, including the puses in Northridge and Sonoma, as well as in San Jose, Mr. Munitz Washington, where Mr. Gray is expects the pressure to continue. I spected to play an active role, Mr. While he is committed to increas flay left his position as House ing diversity in the system, Mr. Wajority Whip to lead the UNCF. Munitz says: "I'm not going (promise them anything. Nobody i going to get one of these slots based on other than quality i sathe UNCF to raise money. he fund now spends about 19

ents of every dollar for like to see that drop to 15 Robert Albright, president of lohoson C. Smith University, said he A Practical and other presidents of black olleges were confident that Mr. Guide for Gray was making the right

Scholars

Seeking

"My sense is that we are healthier than we've ever been before," said Mr. Albright, "I do know that Bill is tightening up. I applaud it. It will be a stronger

The United Negro College

fund is trying to cut costs and

operations, several sources say.

The hope is that by tightening

i will be able to raise more money for

givate, historically black colleges.

fund's president last year, William

meeting last month with presidents

member colleges and the fund's

audined his plans for restructuring

million budget for next year that was

Since his appointment as the

fund to operate efficiently. At a

ward of directors, Mr. Gray

Mr. Gray submitted a \$10.2-

muchly \$300,000 less than this

"geortedly didn't mention lavoffs at

he meeting, two sources indicated

that staff cuts could result from the

Several regional offices also may

Primarily, Mr. Gray wants to

ministrative and fund-raising

penses, and Mr. Gray would

me fund's operations.

alministrative expenses, the fund

is 41 member institutions, all

consolidate some of its

The University of Bridgeport said to be reconsidering a \$50billion offer from a group affiliated with the Unification

The financially strapped versity, which could close this ner, previously rejected an fer from the Professors World tate Academy (The Chronicle. October 30). The academy is an demational organization of ademics affiliated with the Rev. Myung Moon's Unification

Under the proposal, the academy ould invest at least \$18-million over ^{the next} eight years and bring in about 6,000 international students. ^{sho} would increase tuition evenues. In return, the academy would be given control of the Board ln a letter to the board's

Airman, the academy repeated its offer. The trustees may consider he offer over the next few weeks, a ^{niversity} spokesman said.

Business & Philanthropy



Martha Taylor, vice-president of the U. of Wisconsin Foundation: "They've seen the football fields and the basketball monuments, but they want to help students."



Dyan Subjett, director of UCLA's office of arts development: "in the next 25 years, many women will be in their prime giving years. We can't afford to ignore them."

College Fund Raisers See Their Alumnae as Untapped Donors

Demographic change prompts efforts aimed at women

By LIZ McMILLEN

Janet Prindle has racked up several firsts in her life. A 1958 graduate of DePanw University, she made her way to Wall Street years before the entry of millions of women into the work force. In 1983 she became the first woman partner at Neuberger & Berman, an investment-management company, and today she manages an investment portfolio of some \$250-million.

Yet Ms. Prindle counts among her proudest achievements the \$1-million donation she gave to DePauw hist year to endow the women's-studies program. With that donation, Ms. Prindle earned another first: She became DePauw's first self-made businesswoman to become a major donor.

'Something You Work For'

"This is something you work for," Mr. Prindle says of her gift to the university, "I feel very strongly about giving to DePauw and my church. I think it is a responsibil-

For many years, colleges figured that men have money and women marry or inherit it. When women did give money, it was usually a small amount-"pin money"-or the gift would go to the husband's

So goes the conventional wisdom, but many college fund raisers are not listening. And neither are Janet Prindle and many women like her who are quietly shattering some tired assumptions about women and philanthropy.

Many colleges and universities, cager for new sources of support and aware that women represent an untapped donor market, are beginning to court their daughters in the same way they have pursued their sons: aggressively. They are setting up special fund-raising programs to woo female donors and are paying much closer attention to the views of alumnue about their institutions.

The University of Wisconsin and the University of California at Los Angeles have started programs aimed at increasing the involvement of alumnae as philanthropists. "In the next 25 years, many women will be in their prime giving years," explains Dyan Sublett, director of UCLA's office of arts development. "We can't afford to ignore them."

Special Councils Created

Other universities, such as the University of Pennsylvania, have established special trustee councils to bring successful alumnae together with younger women entering business and other careers. Cornell University has a group of female graduates who advise the president on fund raising, and Colgate University plans to have a fund raiser work nearly full time with female donors.

Why the change in attitude toward women and their philanthropy?

Demographics, say many fund ruisers. Continued on Following Page University of Catifornia at Los Angelss, For a professorship in family medi-cine: \$500,000 from George F. Kacl-

ter.
University of Kansas. For the capital campaign: \$700,000 from Phillips 66 Company.

—For scholarships in the department of aerospace engineering: \$709,731 from the estate of Irene McClune Goldsmith.

smith.
University of Missouri at Rolls. For scholarships in civil engineering: \$190,000 from Ruth V. Abbett.
Virginia Commonwealth University. For a program that teaches children in their early learn how to transfer.

their early teens how to transfer, to the classroom and daily life, skills they learned in sports: \$165,000 from

Athletic Footwear Association.

Western Wyoming Community College.

For support of programs: \$1-million from the estate of Anna Baird Williams.

Many College Fund Raisers See Alumnae as Untapped Donors

For the past decade, women have paign, that, ended in 1989, and outnumbered men in undergradus Mount Holvoke College collected are enrollments. When they gradus \$139-million in a five-year drive ate, women are marrying later, that ended in December. having fewer children, and pursuing professional careers in medicine, law, and engineering. Because they outlive men, women are tion studied alumnae giving at generally thought to control 60 per cent of the nation's wealth, according to fund raisers and others.

A Female Profession

More women are asking other women for money, as well, Except at the very top levels, college fund raising is a female profession. Women have different strategies for working with female donors, several fund raisers say: They don't assume that women will shy away from talking about money, and they are willing to listen to what alumnae are interested in sup-

And women's ideas about what they can do with their money are changing. Women increasingly are interested in using their money for social and educational change, fund raisers say. At UCLA, a dominant theme that emerged from interviews with alumnae was that men give to preserve; women give

Many coeducational institutions essentially have come to realize what many women's colleges have - known and acted upon all along that women will give generously when they feel a sense of loyalty to their alma mater. Savs Peter R. Ramsey, vice-president for resources at Wellesley College: "At the more visible women's colleges. the record speaks for itself."

Wellesley recently raised \$167million in a five-year capital drive. believed to be the largest amount garneted in a single campaign by a private liberal-arts college. Before Wellesley closed the books on its campaign in January, several other women's colleges had scored campaign coups: Smith College raised tutions, the proportion of women ing to solve such problems as

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BOOKS FOR HIGHER EDUCATION

Continued From Preceding Page 5163,2-million in a five-year cam-

Those campaigns are evidence of a trend noticed four years ago. when the Women's College Coaliwomen's colleges. Alumnae of such colleges are almost twice as likely to give as are men and women who attended coeducational colleges, and their gifts are, on average, 25 per cent larger than those to other colleges, the study said.

Another study, done in 1984 by Yankelovich, Skelly & White, a market research company, found that men tended to give 2.5 per cent of their income to charity, while women gave 2.2 per cent.

Still, stereotypes die hard. A few years ago, a trustee at the University of North Carolina sparked controversy when he complained that the increasing enrollment of women would lead to decreased fund raising. Similar fears were aired when Princeton and Yale Universities became coeducational in the

Losing the Middle Range

At some large research universities-generally the biggest overall fund raisers—women aren't giving at the same rate as men or alumnae of women's colleges. At UCLA, just .13 per cent of "Chancellor's Associates"—donors who give between \$1,250 and \$5,000 a year--are women. Many universities report that gifts from women tend to be at the low and top ends. "The middle range is where they don't give," notes Martha A. Taylor, vice-president of the University of Wisconsin Foundation. Ms. Taylor serves as co-director of the Network on -Women as Philanthropists, a new group of college fund raisers and others interested in empowering dents," says Ms. Taylor, At UCLA,

women as philanthropists.

making donations is actually higher than that of men. That is the case at Colgate University, where 53 per cent of the university's 6,000 female graduates give, compared with 49 per cent of the 18,000 male graduates. Even so, the average gift by women to Colgate is only about half that of men.

To persuade women to give more, Colgate is moving a staff member from its alumni office to development, to concentrate on working with woman donors.

Going for the 'Known Wealth'

"We have felt for some time that we have been a very male-oriented development office-for good reasons. We went where the known wealth was," says Ronald Joyce. Colgate's vice-president for external affairs, "But it's becoming increasingly clear that there is wealth and expertise in the hands of our woman graduates."

If women haven't given as much as they could, part of the blame lies with institutions that never approached women or assumed that men made the decisions about money. Ms. Taylor tells the story of visiting a working woman and asking for a major contribution for the university's library. "It's about time someone asked me," the woman replied.

Important differences exist between men and women and their respective giving, Ms. Taylor and others say. While some men may be motivated to increase their gifts because someone else is giving more, appealing to ego usually doesn't work with women, many fund ruisers say. Relatively few women want their names on buildings or plaques, they add, and some prefer to give anonymously---sometimes confounding hopes that women become more visible philanthropists.

Others say women's philanthropic interests differ from those of men. "They've seen the football fields and the basketball monuments, but they want to help stufemalo graduates have been inter-Yet at a few coeducational insti- ested in how the university is work-

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GIFTS & BEOVESTS

dents, Ms. Sublett says.

Colorado School of Mines. For under-graduate scholarships: \$1-million from Francis J. and Mary B. La-Florida State University. For a profes-

sorship in the college of law: \$100,000 from Elizabeth Atkinson. -For scholarships: \$100,000 from Ted and Sara Rodrigue.

opment officer thinks she needs

guidance, she doesn't really under-

stand. If she were a man, she

For colleges that do raise their

expectations for alumnae, fund

raisers report an "awakening"

among female graduates who had

been generous with their time but

not necessarily their wallets. "We

zie. "She said, 'I don't know why

I'm so shocked by this. Being a

philanthropist means acting on the

social responsibility we learned at

Keuka, but I never thought to ap-

ply that to myself.' Then she said

Besides, we couldn't raise \$9-mil-

Keuka, a woman's college until

1985, has raised \$9.5-million so far

in the three-year campaign. Gifts

from women graduates are 10 to 15

Sharon Smith is precisely the

kind of donor Keuka was hoping to

reach. A 1967 graduate of the col-

lege. Ms. Smith previously gave

Keuka's annual fund \$25 or \$50 a

year. "What I was sending was the

equivalent of a dozen cookies."

When the college's campaign

opened, she was asked to give

she says wryly.

times as large as previous ones.

lion by selling brownies." "

ment at Keuka College.

wouldn't be treated that way."

more, and Ms. Smith says she was homelessness and drug abuse and how it is improving the lives of stuforced "to rethink her giving,"

Ms. Smith has pledged \$1,500 to Communication and the atti-Keuka over three years, a donation Marer, a board member of the that will be matched by her compatudes that development officers have toward women are also isny, Black & Decker, for a total gift is many of those gains." of \$3,000. Ms. Smith, who is putsues. "Men have had good advocates within institutions," Ms. ting two children through college, took on consulting work at night so L'acenter forever. "We'te not Subjett says. "They've had the she could make her pledge. Al. sting off our commitment to tund football tickets and the CEO lunthough her gift meant extra work, Ladiversity programs," said cheons. Women haven't had people asking them what they are in-Ms. Smith is happy to be supporting her college more generously.

"My contention is that men have. coming out of Cornell and Colgate "Especially widows and elderly are expected to give more than! women," she continues. "All of a women," she says. "Those expec-, sudden they're very interesting to tations have to change.' an institution, and then the devel-

Jean Manchester agrees. Ms. sumby a paid director and a student manchester is a 1948 graduate of appose with the help of the University of Wisconsin and counters. chair of the university's Women's University of Michigan students Council, a group of women who rewriting to foundations for grants have given \$10,000 or more each. Taken the center open. She provided the seed money to. This is a very important facility start the new Center for Woman Table university," Ms. Maurer said and Philanthropy, an academic: It would be a significant loss if we project, and she also has given the to close down." \$100,000 to establish a Center of Excellence in Family Studies.

began to see light bulbs going off in Ms. Manchester says she gives Medical-school students her money where she sees the blad are country may soon be their heads when we challenged her money where she sees the most the country may soon be need. "This is something women didn't learn from our mothers." the arapport with patients, she says. "We learned how to give time and baked goods and so forth the amedical history, perform tutorough physical exam, and but not to give money. That is a medical history, perform the losiah macy, Jr... them,'' says Bonnie J. McKenzie, vice-president for college udvance-Ms. McKenzie recalls approaching two Keuka graduates for major donations to the college's \$9-million Centennial Campaign. "One learned and understood." was floored by the request I put to both of them," says Ms. McKen-

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Betty Wallis.

Miami University (Ohio). For the capital campaign: \$1.8-million from Roger and Joyce Howe.

University of Alabama. For scholarships and student loans: \$1.25-million from Mr. and Mrs. Hall W. Thompson and their son, Michael D. Thompson.

Acester for multicultural kation at the University of holgan may have to shut its

pary soon. De Ella Baker—Neison Mandein iour for Non-Racist Education gasd in 1988 with a \$40,000 grant in the university in response to akut demands for a more diverse

The student-run center was to Scome self-sufficient after three ங்க according to University of Knigen officials. But students say that the political

trate is increasingly hostile to pagessive groups and that it has andifficult to raise money amid the ament backlash against "political

"We made many gains in 1988 to sprove the climate for minority University of Michigan officials gray had never agreed to finance sph H. Owsley, director of the insity's news and information

3.000 Recbok Human Rights hard that it received in 1990. The mer, which sponsors speakers and likultural events on the campus.

iomdation, which supports the blucation of health-cure okssionals, has given \$500,000 to a medical schools in North ^{Boliga} to develop such an divers of medical schools expect pecome a national mode). official-school officials have womied that the clinical pelence of students has not happropriately tested. Some edical schools have begun to ^{inister} clinical-practice exams. o standardized test exists. The institutions supported by the and the medical schools at ate, East Carolina, and Wake has Universities, and the apel Hill—plan to test medical dents between their third and years by having them evaluate The who have been trained to

the a variety of illnesses and

Students

DePaul Program Offers Ambitious Singers Way to Explore the Demands of Opera

Months of rehearsal for opening of 'Carmen'

By SUSAN DODGE

Upstairs at the Blackstone Theatre, in a cramped, brightly lighted dressing room. Jennifer Nardine is applying a second coat of red lipstick and staring into the mirror with a nervous smile. Around her, dozens of other DePaul University students are humming scales to warm up their voices and rushing off to a fountain to gulp water.

The students are preparing for a dress rehearsal of Carmen, the classic Georges Bizet opera about a soldier's fatal attraction to a gypsy. The opera was first performed in 1875 in Paris. The DePaul students are singing an English translation of the opera.

"For me, this is a test of a lifelong goal," says Ms. Nardine, a senior at DePaul University who is a member of the chorus. "I always wanted to go into opera, but it's very competitive. This gives me a chance to see what it's like."

Second Home for Performers

Four blocks south of DePaul's campus in the city's Loop, and just off busy Michigan Avenue, the Blackstone Theatre has become a second home to dozens of De-Paul students who want to become professional singers or actors after they graduate.

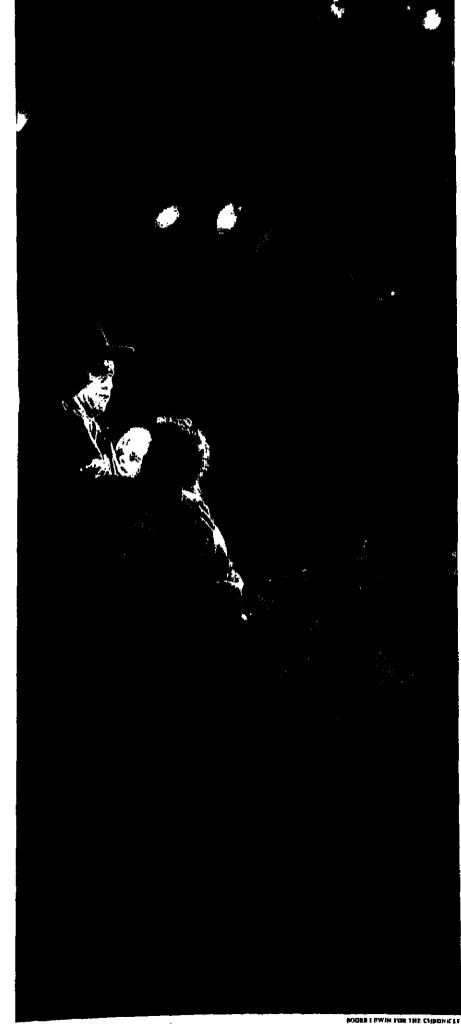
For more than 50 years, DePaul has oftered a major in vocal performance. Today about 75 students are enrolled in the program. Most pursue professional singing cateers after completing the undergraduate program or after earning a graduate degree. Many who want to pursue careers in opera do not join professional companies until they are at least 30 years old—an age at which many singers find that their vocal range is at its peak, according to DePaul administrators.

DePaul hought the Blackstone Theatre. which had been built in 1910 in the French Renaissance style, in 1988 as a venue for music and theater students to practice and perform. Since then, hundreds of students have appeared in plays and operas before packed houses. The theater, with its original crystal chandeliers and 1,325 plush, red chairs on three levels, has an intimate atmosphere.

Chaos of a Dress Rehearsal

Chaos reigns backstage tonight as men in soldiers' uniforms pass out rifles and knives to be used in Act One, and a woman dressed as a cigarette factory worker bolts up the stairs toward the dressing rooms yelling, "I need more hair spray."

Tonight's dress rehearsal is the first time the orchestra, the singers, and the technicians—all students—have been able to work together. Before this, the orchestra and singers have rehearsed separately, and the technicians have fine-tuned the lighting and set changes without the performers. Now, about 100 students will be working Continued on Following Page



Cast members prepare for their dress rehearsal of DePaul U.'s production of Bizet's "Carmen."

Aspiring Singers Get a Glimpse of the World of Opera

feverishly to perfect four months of

As opening night approaches. most of the participants have been practicing for more than four hours - dramatic training and choreograa night, five days a week for the phy involved, can be very draining. hearsal, it's time for opening night. past several weeks. They also have the says. been trying to find time to study for

Stephanie Odguina, a sophomore playing one of several cigarette factory workers, says: "People warned me about this, but I didn't realize what it would feel like to be in an opera and have four finals going on at the same time." The undergraduate and graduate

"People warned me about this, but I didn't realize

what it would feel like

to be in an opera and

have four finals going on at the same time."

students in the opera say they rarely go out to bars or parties after they finish rehearsals at 11 p.m. They are too tired, and they must save their voices for the next day's work. They usually go home, study for a short while, then go to sleep. At the theater tonight, only a costume room piled high with backpacks and notebooks offers evidence that these mezzo-sopranos

and tenors are college students. "Opera requires a level of dedication beyond which many people would consider healthy," says the director, Harry Silverstein, who is a visiting professor of music at De-

Memorization and Training

Mr. Silverstein has directed professional operas in Chicago, New York, San Francisco, and Houston

U.S. Judge Upholds University's Right to Set Curriculum

A U.S. District Court judge has ruled that a veterinary-medicine major at the Ohio State University has no constitutional right to require a change in the curricu-

Jennifer Kissinger, a senior at Ohio State, sued the university in can't find a job singing. She has 1990 claiming that the College of taken several courses in computer Veterinary Medicine's curriculum science and says she may look for a went against her religious beliefs job in programming. "It's wise to perform surgery on live animals. you're trying to break into a cre-The animals are anesthetized dur- ative field like this." she says. ing the surgery and later are killed. In response to her complaint,

Ohio State created an alternative curriculum in 1991 that does not involve surgery on live animals. aren't selected to join professional

filed a motion requesting that the their voices to earn money. "There university reimburse her legal fees. are always churches, weddings, But District Court Judge George C. and funerals that need singers," Smith denied the request for reim- says Frank Villella, a senior majorbursement.

Said Mr. Smith: "Students have no right to tell their teachers how Pastia, a tavern owner. they are to be taught."

- Continued From Preceding Page in the United States, and in Germa-they are about their performances. ny, England, and the Netherlands. Many are nervous because they Memorizing the notes and words-- have never seen a production of which must be done well in ad- Carmen and never performed in an vance of relicarsals—as well as the

Even the production itself, at 3 hours and 45 minutes with two in- by Sunday night, the production termissions, is grueling. Many of hits its stride. the students say they must drink at least two gallons of water a day to keep their overused vocal cords

All that water and practice must he paying off. At tonight's rehearsal, the singing is deemed excellent by the director and by Linda Hirt, a lecturer in opera and piano at De-Paul University. It is the little details that need polishing.

Amy Pickering, who is playing Carmen, cannot seem to throw a rose directly at Don José, the soldier who falls in love with her. It flies offstage, and a woman in the chorus has to retrieve it and hand it to Don José.

Meanwhile, Elizabeth R. Magnuson, a junior playing Micaela, Don José's girlfriend, has trouble concentrating on her lines because a wisp of hair from her blonde wig keeps falling into her mouth. "The rehearsal is for them to learn how to keep going even when things go wrong," Ms. Hirt explains.

In addition to the vocal-performance majors who are singing in the opera, DePaul University theater majors are manning the sophisticated lighting equipment above the stage and helping to organize props. The orchestra is made up of students from the School of Music. Between acts, some of the tension of the rehearsal seems to fade. Many of the performers take breaks upstairs in their dressing rooms, joking about some of the mistakes they made on stage.

"Carmen, are you saying that you couldn't hit the broad side of a barn with that rose?" asks Lindsey Rae Larsen, who plays one of her gypsy friends. Ms. Pickering aughs. "Yes, that's right," she

Many of the students hope to sing professionally after they graduate. Ms. Magnuson plans to look for work in Germany and Austria, where opera companies flourish, as opposed to the United States where, she says, there are fewer opportunities.

Ms. Nardine has a plan if she

Hitting Their Stride

Some of the students performing in the opera say that even if they Ms. Kissinger's lawyers then opera companies, they plan to use ing in vocal performance. Mr. Villella is playing the role of Lillas

For now, though, the students -SUSAN DODGE are not as concerned about jobs as

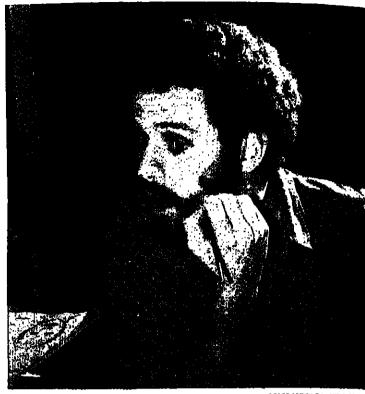
apera before.

A few days after the dress re-At Friday and Saturday nights' performances, things go well, but

The singers' vocal range is impressive, the lighting goes according to plan, and even Carmen's rose lands perfectly in Don Jose's

As the last notes are sung, the audience begins to applaud foudly in a long ovation. The students, beaming, join hands and take a

Frank Villella: If he doesn't join an opera company, he says, "there are always churches, weddings, and funerals that need singers."



Call for Papers Medium of instruction. Massachusetts Rethinking the Roles of

> A Pledge. The Tenth International Conference on Technology and Education will be a lively forum addressing the social, politiphilosophical, technical and pedagogical aspects of technology and education. Format. In addition to the traditional papers and panels, we welcome proposals for debates, round table discussions and any new learning experiences. Due date for proposals is May 15, 1992.

Themes. The overall theme of the conference is "rethinking the role of computers (and all computational media) in education." Guideline topics will include: polit of computer use; theories behind technology; teachers and technology; technology and curriculum; global perspectives; lobby ing for change; new visions of the future; and the role of technology in the home and outside the classroom.

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Athletics

MAA to Back Measure That Requires Colleges Reveal Athletics Costs By DOUGLAS LEDERMAN

The National Collegiate Athletic Associion has agreed to support federal legislain that would require colleges that give Helic scholarships to reveal their sports penies and costs. The NCAA's backing gally increases the chances that the essure will become law.

Aversion of the legislation—which had mamended by its sponsor, Rep. Paul D. lary, to address concerns expressed by ₩ NCAA—was approved by the House ktweek as part of the Higher Education mendments of 1992. The Senate's vermof the amendments, which was adoptlist month, did not require financial diswere by sports programs.

Both Representative Henry, a Michigan publican, and an NCAA official said they eved that with the NCAA's backing, the zeure would survive a House-Senate Aftence committee and become law. Wichael Scott, a lobbyist for the NCAA,

the association disagreed with many Mr. Henry's views about college sports. take's been reasonable on this, and we No accommodate it," said Mr. Scott. ture satisfied with this."

gressive Opposition

Nat represents a marked change for the M. In 1990 it aggressively fought a preas draft of Mr. Henry's bill, which wild have required colleges to report trathletic revenues and expenses sport sport and to account for each dollar of reques and costs by allocating it to a T. The NCAA said the bill would burden lege officials by requiring them to report 🕏 Anancial information in a different by from their usual methods.

the House passed the bill, but oppohis in the Senate successfully excluded from a broader campus disclosure law. Recent discussions between NCAA offi-Ms and Mr. Henry's staff resulted in a promise. The bill approved last week direquire colleges to make public their local total revenues and expenditures for Metics, and more specific breakdowns flootball, men's and women's basket-All other men's sports combined, and other women's sports combined.

of Nevada Board Rejects hbe of Basketball Controversy

LAS VEGAS, NEV. University of Nevada's Board of Pents voted 5 to 4 last week not to con-Man inquiry into the basketball controtry at the Las Vegas campus.

lary Tarkanian, the UNLV men's bas-ball coach who has sought to rescind tesignation he offered last June, had the regents for an outside investigainto whether university officials had ^{Repired} to force his ouster.

MLY's president. Robert C. Maxson. Budgingly said he would cooperate a such an inquiry. The regents' vote useen by some observers as a lukewarm insement of his handling of the basketflap, and an indication of possibly support, -DOUGLAS LEDERMAN

Status of Sports Investigations on College Campuses

A symbol (a) indicates that an item has been added or changed since this list was lost published in The Chronicio (January 29, 1992)

had received an official letter of inquiry from the NCAA, which fisted possible rules violations In Aubum's men's basketball and men's tennis programs. The university said (7/15/91) that it had conducted an internal investigation into the two sports programs and would cooperate with the NCAA inquiry. Two former football players-one of whom said he had audiocassette tapes to support his charges-told The Montgomery Advertiser (9/27/91) that they had received illegal payments from coaches and alumni. Auburn's head coach, Pat Dye, and several assistants denied the charges. Another former player, Vincent Harris, said (10/6/91) that he had received money from assistan football coaches, at least once at the direction of Mr. Dye. On tapes released by Eric Ramse (10/20/91) to The Birmingham News, an Au burn booster who is a friend of Mr. Dye is heard offering to give the player cash for car pay ments and Christmas presents. Mr. Ramsev re leased (11/3/91) new tapes on which he appeared to have recorded three current or former assistant coaches' offering him cash. The CBS News show "60 Minutes" (12/22/91) broadcast a taped conversation in which Me Dye tells Mr. Ramsey that he will try to help him get a loan. The following week, according to documents, Mr. Ramsey received a \$9,000 loan from Colonial Bank, which is owned by a

Austin Peav State U. President Oscar Page said (4/22/91) the NCAA was investigating possible violations in the recruitment of Bashir Ahmad, a basketball player who never enrolled at Austin Peay. The university admitted (6/27/91) that an assistant coach had violated three NCAA rules and said it would cut its basketball schol arships for next year to 14 from 15.

Auburn trustee. Mr. Dye sits on the board of the

Ball State U. The university acknowledged (19/91) that it was investigating possible improper use of long-distance telephone service by men's basketball players. Four current play ers admitted (10/16/91) charging more than \$800 in unauthorized calls to the university. They agreed to reimburse the university and were declared eligible to compete by the NCAA A university official said (12/6/91) that the investigation was continuing into possible abuse by former players.

Chicago State U. The Chicago Sun-Times reported (11/7/91) that the NCAA was investigat ing charges that the university's sports officials had changed athletes' grades to keep them eligible and allowed part-time and transfer students to compete although they had not met entrance requirements. The athletics director. Al Avent, said he was not aware of any inquiry.

Clemson U. The Atlanta Journal-Constitution reported (10/24/90) that the NCAA was investigating the possibility that the high-school tran script of Wayne Buckingham, a recruit, had been altered and that someone had taken the Scholastic Aptitude Test in his place, Clemson announced (12/4/91) that NCAA enforcement officials had accused the university of lacking control over the basketball program and admissions officials of Ignoring evidence that Mr. Buckingham should have been ineligible is B. J. Skelton, who also is the NCAA's secretary-treasurer.

■ Jackson State U. Martin Epps, the trackand-field coach, was relieved of his duties (10/ 8/91) because of an inquiry into possible violations in his program. Mr. Epps will keep his job as a professor of physical education, the unlversity said. Jackson State admitted (1/28/92) to violations in the track program.

Middle Tennessee State U. In Nashville. The Tennessean reported (4/26/91) that the NCAA was reviewing possible rules violations in the men's basketball program. A university official confirmed (12/9/91) that NCAA investigators had been on the campus.

Oklahoma State U. The Daily Oklahoman re- | ketball star who never played for the university.

Auburn U. The university said (4/30/91) that it | ported (12/5/90) that the NCAA had notified | Oklahoma State officials that it had begun a preliminary investigation into one of the university's sports programs. Oklahoma State suspended its wrestling coach, Joe Seay (5/17 91). The newspaper reported (7/24/91) that NCAA enforcement officials had returned to the Stillwater campus to review charges that Mr Seny had directed his players to lie to investi gators. The university released (11/7/91) an official letter of inquiry in which the NCAA's onforcement staff listed 25 possible violations in the wrestling program. They included charges that Mr. Seav had paid some athletos to work at his summer camp and paid others for work

> South Carolina State U. The university's rustees met (3/16/92) in closed session to liscuss charges that the athletics program was der NCAA Investigation

Syracuse U. The Syracuse Post-Standard eported (12/20-21/90) that a seven-month in stigation had shown that the university's men's basketball program had broken dozens f rules in recent years. Syracuse's coach, Jin oehelm, denied the charges, but the university said it had sent the NCAA a copy of the sto ries. The NCAA's eligibility panel uphold (12/5 91) Syracuse's decision in October to declare neligible Conrad McRae, a basketball player, after an internal inquiry found that the univers ty had violated NCAA rules in recruiting him. A state judge in New York (12/6/91) granted Mr McRae's request for a restraining order that alowed him to compete despite the NCAA ruling. The eligibility committee (12/19/91) reverse ts earlier ruling, saying Syracuse, not Mi McRae, should bear resp tions. The university said (2/12/92) that its internal review of the basketball program had found 13 apparent violations of NCAA rules, Including booster payments to athletes. Presi ient Kenneth A. Shaw said the inquiry had un overed no violations by coaches and called

he violations that were discovered "Isolated." **fennessee State U.** University officials acknowledged (4/25/91) that the NCAA was planning to investigate possible rules violations in the football program, including charges of possible "lilegal inducements" to recruits. The university said (12/19/91) that it had violated some rules, and that it had reprimanded Jose Gilliam, the football coach, and stripped Jimmy Bethea, a quarterback, of his eligibility.

U. of Arkaneas at Fayetteville The Arkansas Democrat reported (9/22/91) that NCAA investigators were looking into possible violations in the transfer of two junior-college athletes to the university last summer. Frank Broyles, the thletics director, confirmed (11/19/91) that ne had been interviewed by the investigators.

U. of Miami University officials said (6/19/91) hat they would investigate charges that athletes may have received some federal student ald by fraudulent means. A former academic ounselor in Miami's sports program admitte (6/23/91) that he had falsified Pell Grant appli cations for athletes and charged the athletes \$85 each to feed his cocaine habit. Four Miam coaches testified (12/3/91) before a federal grand jury that they did not know that the forms had been faisified on behalf of athletes.

U. of Nebraska A university official said (6/ 13/91) that an internal inquiry had revealed possible violations of NCAA rules in the men's isketbali program. Nebraska said (9/9/91) that it had found no violations committed by oaches. But its internal investigation found that two players had received improper bene fits from a booster, and the university cut its basketball grants by one and limited the num ber of paid visits it will provide to recruits in 1991-92.

U. of Nevada at Las Vegas The university athletics director said (7/20/89) that NCAA investigators had visited the campus to look into possible violations in the recruitment in 1985 and 1986 of Lloyd Daniels, a high-school bas-

The NCAA charged (12/18/90) UNLY with 29 rules violations, many of them major. The Los Angeles Times reported (3/6/91) that NCAA investigators were also reviewing possible viola tions in the recruitment of Ed O'Bannon, a basketball player new at the University of California at Los Angelos. The Las Vegas Review-Journal published photographs (5/26/91) showing former UNLY players with a man convicted of fixing sporting events. Jorry Tarkanlan, the basketball coach, said (6/7/91) that he would resign after the 1991-92 season, UNIV officials said (7/2/91) that they had received a now set of charges from the NCAA stemming from the recruitment of Mr. O'Bannon and another player. The university released a secretly made videotope (11/26/91) of a conditioning class laught by a UNIV basketball coach that apparently shows the team practicing before

■ U. of New Mexico The university said (9/ 13/91) that one of its gymnasts, Luis Lopez. who had acknowledged receiving \$500 a month from the Mexican Gymnastics Federation, would not compete until the NCAA reviewed his case. The university said (3/17/92) that it had requested and received the resignation of its women's gymnastics coach, Pete Longdon, A university official said only that Mr. Longdon had violated "rules and regulations" of the university, its conference, and the NCAA

U. of New Orleans The university said (2/ 27/92) it had alcried the NCAA to rumors that the men's basketball program might have violated rules in the late 1980's, and that it had hired an investigator to study the charges

■ U. of Pitteburgh The university said (9/16/ 🌼 🔑 91) that it was investigating whether a social club had violated NCAA rules when it paid \$10,000 to the then-head football coach, Mike Gottfried, for apeeches. The Pittsburgh Press reported (12/19/91) that a football player, Keith Hamilton, had refused to sign a document that would allow university investigators to review records of money that reportedly had been wired to him. Pittsburgh's men's basketball coach. Paul Evans, denied (3/11/92) a charge in The New York Daily News that the NCAA was investigating the recruitment of Jamai Faulkner, a New York City star, in 1989.

■ U. of Texas-Pan American The NCAA charged (2/11/92) the university with lacking institutional control over its men's basketball

U. of Virginia The university said (5/21/91) that it would investigate about three dozen loans made in the 1980's to athletes and graduate assistant coaches by a booster group. A three-member committee will review whether the loans by the Virginia Student Aid Foundation violated NCAA rules governing improper financial aid. Many of the loans were made while Richard D. Schultz, the NCAA's executive director, ran Virginia's sports program. Mr. Schultz said he knew nothing about the loans.

Vanderbilt U. The women's basketball coach. Phil Lee, resigned (3/9/91) after he reportedly. failed to provide complete information to NCAA investigators. News reports said that the association was investigating charges that Mr. Lee had violated some minor recruiting rules, and from NCAA investigators during their inquiry.

INVESTIGATIONS RESOLVED

■ U. of Nebraska The university said (3/16/ 92) it had received word from the NCAA that It would not have to forfeit football games because a player, Omar Soto, admitted having played in a scrimmage while at a junior college in 1986. The NCAA concluded that Nebraska did not know that Mr. Soto had played in parts of five college seasons, which is a violation.

U. of Pittsburgh Criminal proceedings against four former employees charged with stealing booster money ended when the employees agreed (1/22/92) to reimburse the university for over \$110,000 they had taken.



Trinity College in Dublin-

the Irish Republic's oldest university—is planning to increase its enrollment of

Ireland, which is part of the

A warm welcome for students

from the North was promised by

Trinity's provost, Ton: Mitchell,

when he spoke at celebrations

commemorating the granting of a

He said that Trinity was well

reconciliation between the island's

olerance and general freedom of

thought and has evolved a wholly

Trinity lists among its alumni

Edmund Burke, Samuel Beckett,

Oscar Wilde, Jonathan Swift, and

Nobel Prize in Physics in 1951.

Also, many Northern Irish

with Britain were educated at

Ernest T. S. Walton, who shared the

leaders who want to retain the union

"We believe that students of all

persuasions from Northern Ireland

will find, as they have always done

in the past, a congenial academic

environment at Trinity," said Mr.

Mitchell. "We believe their presence

and their experience here will be a ...

force for greater understanding and reconciliation. We welcome them and will actively seek to recruit them

As recently as three decades ago,

particularly since the latest round of

"troubles" began more than 20 years

up to one-third of Trinity's students

came from the North. But the numbers have dropped off sharply,

ago. Now fewer than 200 of

Trinity's 9,200 students are from

Mr. Mitchell told his audience

number to between 600 and 800

over the next few years.

nationalist and unionist.

Six lesuits from the

that he was anxious to increase the

He also said he wants students

El Salvador who were murdered

the Jesuits, who were killed by

stemming from the killings.

Carter-Menil Human Rights

rights institute.

Latin America.

The grant was made by the

Foundation, which was co-founded

by former President Jimmy Carter.

The funds will support an endowed

The foundation also awarded a

total of \$70,000 to 15 other people

involved in human-rights work in

chair at the university's new human-

in large numbers."

Northern Ireland.

non-sectarium ethos, he said.

opposing political traditions. It has a proud record in the area of religious

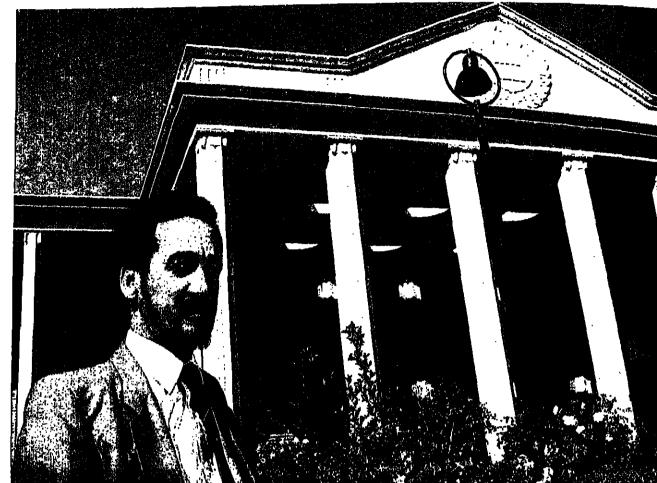
equipped to contribute to a

charter to the college 400 years ago

students from Northern

United Kingdom.

International



British Election Puts Spotlight on Higher-Education Issues and Importance of Votes by Professors and Students

By DAVID WALKER

If next week's general election in Britain were to be decided by the votes of students and their professors, the Labor Party would emerge the clear victor, according to surveys of voter preferences.

Labor has been the consistent preference of a majority of professors and has led in two successive polls of students.

from the North to be representative In national opinion polls, however, the of both political positions-Labor and Conservative parties are running neck and neck, and it is likely that neither will come out of the election with a majority of seats in the House of Com-University of Central America in

The votes of academics and students in 1989 have been posthumously may be of particular importance in a numawarded \$100,000 by a Texasber of districts that are home to university based human-rights organization. campuses and where incumbent Conserva-The fund, which will be used to tive Members of Parliament face strong endow a professorship at the San challenges. The cities of Bath. York, and established to honor the memory of Cambridge are among such districts. In Oxford East district, one of the few Labor Salvadoran soldiers in a massacre on representatives in the southern part of the campus. Two military officers England faces a tough fight, and the votes were convicted last fall on charges of academics and students at both the University of Oxford and Oxford Polytechnic

could help determine the outcome. Questions on Salaries and Finances

The election is taking place during the universities' Haster vacation, however, and that may mean students will vote in their home districts, reducing their potential impact. Under British law, students can choose to vote either in the city where their university is located or in their home district. Most students do not choose to

apply for the absentee ballot that would allow them to east their preference in the university district even during vacations.

The Association of University Teachers is not making an official endorsement, but it is urging its 30,000 members to question candidates in the election on their posi-

"Politicians are clearly ignorant or deliberately concealing the Impact that the Increase in student numbers will have" if universities are not given

enough financial support. tions on faculty salaries and university fi-

In a statement, the association said that "politicians are clearly ignorant or deliberately concealing the impact that the increase in student numbers will have" if universities are not given enough financial support to maintain the quality of the sys-

Labor and the Liberal Democrat Party are on record favoring a new government review of faculty pay, which the Tories oppose. Jack Straw, Labor's education spokesman, has said the way salaries for professors are now negotiated is cumbersome and should be replaced by a neutral panel that would judge the need for a salary increase according to the state of the economy and other factors. Labor would re-

spect the findings of the panel unless there Conservative government recently reject-

A key issue affecting students is the loan program introduced by the Conservative government in 1990. Labor's official platform highlights its commitment to abandon the student-loan program, but offers no specifics on what it would put in its place beyond pledging "a fairer system of strdent grants and help for housing and vacation hardship." The statement refers to the abolition by the Conservatives of students' rights to apply to government welfare agencies for money during university vaca-

Keith Hampson, a Tory highertion spokesman, pledged that under a Col servative government one in every thi 18-year-olds would enter higher educal

MATE ON INVESTMENTS LINGERS

South African Universities Seek Partnerships in U.S. and Other Countries

Ry LINDA VERGNANI

CAPE TOWN molitical reforms gather momentum South Africa, more and more historiblack and Afrikaner universities kilonghave been isolated from internaind contact are forming partnerships m higher-education institutions in the hind States and other countries.

leademics and politicians here agree such links-and the exchange progans and scholarly cooperation that trypically will generate—could play a by role in the development of South Afion higher education and in lessening addinequality. This is expecially true of administrational relationships designed to inmuetheresearch and teaching capacity the black universities.

Leaders across South Africa's higherchation spectrum say there is a desperneed for outside funds in such critical was as academic support for disadvanand students and staff development for ikks. But while South African students

ky Garwel, rector, University of the Men Cape: "Everyone agrees that med investment, but at what point? latreally is a political question."

and academics alike support the call for is obvious the process of change won't be cooperation and financial assistance from institutions abroad, there is widespread disagreement among them on

whether U.S. universities should yet reinvest in companies doing business here. Some higher-education leaders argue

However, spokesmen for the African

National Congress and the South African Students Congress maintain that universities overseas should wait until an interim government is in power before rein-

"The main thing is to create equal opportunities for all our people. Without investment from the rest of the world, we won't be able to get the economy of South Africa really going."

that last month's landslide vote by whites endorsing negotiations toward a postapartheid government means that American universities should immediately reverse their divestment policies to help rebuild South Africa's economy.

"The main thing is to create equal opportunities for all our people," said Mike de Vries, rector of the University of Stellenbosch, long known as the intellectual home of Afrikanerdom, "Without investment from the rest of the world, we won't be able to get the economy of South Africa really going."

"After the referendum," he added, "it

vesting in companies trading in South Af-

John Samuel, head of the education department of the African National Congress, said the optimistic view was that an interim government would be in power by June, with the end of the year being the more conservative estimate.

According to reports in the South African press, government ministers thus far have been unwilling to set any sort of deadline for the transition to an interim

"As far as the question of sanctions is concerned, we definitely need investment in a future South Africa," said Robinson Ramaite, president of the South African Students Congress, "But the international community should make it clear that there will be no investment until there is a transitional authority in place."

The student congress, known as SASCO, is a non-racial organization with branches at more than 120 universities, technical institutes, teacher-training colleges, and other institutions. Mr. Ramaite said the student organization fully supported foreign universities' providing direct assistance to institutions in South

The congress, he said, urges potential sponsors to give priority to "traditional African universities—but that does not mean we are excluding liberal universities, because we also have African students" at those institutions.

Goal Is to Empower Black Students

Mr. Ramaite said the main goal of such assistance should be to empower black African students through support programs and other projects. The student leader said grant makers should consult with student and community organiza-

Continued on Following Page

Crowded Universities Would Gain Autonomy With New Italian Law By JANE MONAHAN

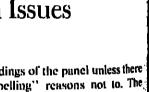
A sweeping law that would give Italy's public universities much greater control over their own affairs will be one of the items of business awaiting the country's new Parliament, to be chosen in general elections next week.

The last Parliament dissolved before it. could take action on the university-autonomy law, but political and higher-education leaders are confident of the legislation's ultimate passage. The law is the final element in a package of reforms introduced over the past two years that many say are helping to reshape Italian higher educa-

Seeds in Earlier Plan

The wave of reform ironically had its seeds in an earlier plan to grant universities more autonomy. Two years ago, Antonio Ruberti, the Minister for Universities and Scientific and Technological Research, proposed giving public universities the right to seek external, private financing for the first time. The move sparked nationwide demonstrations by students, who protested that having companies and other outside organizations provide funds to higher education would inevitably lead to interference in university affairs and violutions of academic freedom.

The students also seized the occasion to x protest a lack of services and gross overcrowding at public universities. The some-Continued on Page A39



were "compelling" reasons not to. The ed the idea of a pay-review panel for university professors. The Tories favor local pay bargaining between vice-chancellors and professors, based on supply and de-

In their platforms, all the Pa themselves to continue the expansion higher education. Mr. Straw said Labor wanted Britain to become the "academic powerhouse of Europe." Labor would double the number of students in the system within 20 years; the Tories promise an unspecified number of "extra enroll, ments" and an expansion of the loans program.

Pledge by Tory Spokesman

by 2000. That effectively would mean to



THE Protests two years ago that precipitated many of Italy's current higher-education reforms, students at Rome's La Sapienza isity filled a plaza with newspapers and floated a vessel they said symbolized the institution adrift in a sea of paperwork.

South African Universities Seck Partnerships to Ease Isolation

tions before allocating their funds. major political actors, "Everyone In the past two weeks, he said, delegations of students and academies from Canada, France, and the Netherlands have visited South Afsica and consulted with sasco and other organizations about where aid should be directed,

Argument for Investment

the non-racial Union of Democratic University Staff Associations, long-term goals in mind. which has about 5,000 members on 19 campuses, said he strongly nrged American universities to invest now in companies operating in South Africa, "We need to strengthen our growth rate in South Africa, and that in turn will have a positive impact" on highereducation, he said. "I would argue that at this particular juncture, development is important and growth

"The international

community should make

it clear that there will be no investment until

there is a transitional

authority in place."

in the economy is important, and one ought not to wait for an interim government before it occurs."

Said Roger Burrows, the education spokesman for the liberal Democratic Party: "The referendum is a signal example of a sea change in the white population's thinking." He said he felt strongly that U.S. universities should reinvest in companies operating in South Africa and "get fully inparticipating in academic and other exchanges with universities in South Africa."

Jakes Gerwel, rector of the University of the Western Cape, said the question of whether to reinvest in South Africa was not an educa-પંચાયા one but a political one, which

Continued From Preceding Page investors should discuss with the agrees that we need investment. but at what point? That really is a political question," he said. "I think everyone would wish it could be sooner rather than later."

Mr. Gerwel said the need to invest in education was not a matter of political dispute, but he cautioned that links and exchanges Ikey van de Rheede, president of with overseas universities needed to be carefully constructed with

The University of the Western Cape, he said, had been "overwhelmed with approaches for cooperation and linkages, and we are actually becoming quite selective." The university has decided that it will enter only into such partnerships with clear objectives "related to institution building, to 'capacity building,' as the World Bank calls it."

For example, he said, Western Cape had a productive relationship with the University of Missouri that was focused largely on building up the South African institution's academic-development program. Major components of the partnership were faculty exchanges and joint research proj-

Mr. Gerwel said support certainly should be given to South Africa's historically black universities, whose needs were more apparent than those of other institutions. But, he added, "nation building is not an obliterating exercise. It's not about destroying anything at the historically white universities, at least to a reasonable level of deincluding the Afrikaans universi-

'Quite Exciting Things'

Mr. Gerwel said some Afrikaans universities-including the Univolved now. They should also be versity of the Orange Free Sinte, which had been among the most conservative in the country—were and were enrolling growing num- come to South Africa to help develbers of black students. "So these op a full-time master's degree proinstitutions should be maintained and developed as well," he said.

Ben Khoupa, academic registrar

Graduate Summer School in Black Studies July 6-July 26, 1992 — Northeastern University, Boston, MA Theme: "Discourse on Culture and Power"

Regular Courses (Introduction to Afro-American Studies, African Politics, African-American Novel, Black Politics, Carlbbean Politics and Culture, and others); Special Focus on Black Studies Theory and Crisis of Black Education.

For School Teachers, College Professors, and Graduate Students New Deadline: May 1, 1992. Costs \$2450 (tuition, room, board). Graduate credit/financial aid available.

-Faculty and guest scholars include: Abdul Alkalimat, Molefi Asante, A. M. Babu, Osvaldo Cardenas, Pat Hill-Collins. Superintendent Howard Fuller, Henry Louis Gates. Maryemma Graham, Superintendent Lois Harrison-Jones, Virginia Sanchez-Korroi, Diana Slaughter-Defoe, Linda Williams, and others.

Northeastern University

Contact: Dr. Ronald Balley. Chair, Department of African-American Studies, Northeastern University. Boston, MA 02115 617-437-3148



Cape Town's Mamphela Ramphele: "For a long while the majority of black students will not be able to afford their fees."

Hare, said he would like to see exto raise their capacity for research, velopment that will enable them to count themselves among just the universities in South Africa," he

Mr. Khoapa said he had invited experts from Cornell University. Michigan State University, the University of California at Davis, and the North Carolina Agriculturgram in agriculture at the Universi

ty of Fort Hare. Mr. de Vries, the Stellenbosch rector, said his university-after years of isolation enforced by an international academic boycottwas now looking at proposals for exchange agreements with univerflooded with exchange proposals here right now," he said. Among sity of Louvain in Belgium, and the cational opportunity.

University of Bordeaux in France. Mr. de Vries said overseas universities could support and assist South African higher education through programs that would help academics here "be in contact with new developments in their fields."

Call for Exchange Programs

would like to see more links be-pared for higher education.

of the black University of Fort grams of assistance should be designed in consultation with organichanges of graduate students and zations in the country, such as the lecturers, "Black universities need South African Students Congress and the Union of Democratic University Staff Associations.

Mr. Samuel said South African universities needed to take bigger steps to address the racial imbalances that exist in their staff and student populations.

"American and other universiria when they enter into relation- have to say 'either/or.' "

Continued From Page A36 by the end of the century student numbers would be double what they were in 1979.

That year is crucial in British political calculations, since it was when Labor lost office and Margasities all over the world. "We are ret Thatcher came to power. She was ousted by Conservative Mem-I've got 10 or 11 proposals lying bers of Parliament in 1990 and re-

Labor Promises More Money

Labor promises to expand opportunities for adults to return to creasing grants for Open University programs. The party also pledges more financial support for John Samuel of the ANC said he help students become better pre- demic contingents. The Liberal

But he stipulated that such pro- sponsible have led its spokesmen eight years.

to distance themselves from earlier commitments to large-scale additional expenditures on education and science.

If neither the Tories nor Labor ence might be strong.

Both the Scottish National Party and Plaid Cymru, the Welsh Natween overseas universities and Labor also promises to reorga- as to promise to raise income taxes

International

ships with South African universities," added Mr. Samuel,

Mamphela Ramphele, a physician who is deputy vice-chancellor of the University of Cape Town, declined to comment on "the political question" of when American universities should reinvest in companies that do business in South Africa. However, she said she believed that grant makers should invest directly in university programs, particularly those "to enable blacks and women to compete on an equal basis."

Strained Resources

Dr. Ramphele, whose portfolio includes Cape Town's equal-onportunity programs, said that other areas she felt should be emphasized by overseas donors included academic support and financial aid for black students-"because for a long while to come, the majority of black students will not be able to afford to pay their fees."

She said the university's own resources were strained because of cuts in government subsidies, and it now is seeking outside support for its libraries. "We need support to be able to buy books for our libraries and to be able to subscribe to journals that are impossibly expensive," she said.

Asked whether the historically black institutions needed support more than the liberal, racially open universities, she said she rejected such an approach to the issue.

"Each institution has its unique needs," she said, "and people wanting to support South African higher education should look at what each institution offers and choose what they feel is appropriate for them to support."

Dr. Ramphele said the argument that historically black universities should be supported over other institutions was "very destructive, because to kill off uct because it happens to have better resources than Fort Hare is a nonsense idea. ties need to consider those as crite- You can support both. You don't

now "doing quite exciting things" all and Technical University to Close British Election Puts Spotlight on Votes by Professors and Students

The Conservatives, in contrast have tried to distance themselves from Mrs. Thatcher's legacy of spending cuts. The budget for scientific research is to increase sharply over the next three years. placed by John Major. After initial- Even after allowing for inflation. them, he said, were proposals from ly emphasizing his own lack of acaspending on non-military science the University of Leiden in the demic credentials, Prime Minister research will, by 1994, be 30 per Netherlands, the Catholic Univer- Major's rhetoric has stressed edu- cent higher than it was in 1980.

come out of the election commanding a majority in the House of Commons, the next government might need to rely on support from smallhigher education, possibly by in- er parties in which academic influ-

"access courses" and programs to tionalist Party, boast strong aca-Democrats have even gone so far those in South Africa, including exchange programs and staff and professional development projects.

Labor also promises to reorgation as to promise to raise income and staff and professional development projects.

Labor also promises to reorgation as to promise to raise income and the state University to pay for extra education and they pledge to specifically to pay for extra education and

W's Crowded Universities Would Gain Autonomy Under New Law

ria de la Piedad area, in the north.

At the outset, classes will be held

The rector at La Sapienza, Gior-

gio Tecce, says he is counting on

solve some of the problems at his

campus, especially the overcrowd-

The location of the new universi-

ty's two campuses indicates that

the government learned from its

mistakes. In an earlier bid to ease

the overcrowding at La Sapienza,

the government decided 11 years

ago to open a second public univer-

sity in Rome, called for Vergata.

But the city approved only one lo-

eation for the university, which

was miles from the center of Rome

in an area not well served by public

Mr. Rizzi says a principle run-

ning through all of the govern-

ment's expansion measures is that

the overcrowding and congestion

in higher education should be

solved not by breaking up existing

universities and spinning off entire

schools and faculties to become

separate single-discipline centers.

but by creating new, smaller uni-

Antonio Ruberti, Minister for Universities, gets credit for reforms

that are helping to modernize higher education in itsly.

Learning From Mistakes

the new university in Rome to help

in rented buildings.

The new university in Rome, to wident protests-which inopen in the fall, will offer degree and building takeovers and sitprograms in architecture, economdisrupted many Italian camics, engineering, law, mathematfafor weeks in early 1990 and ics, natural sciences, physics, and Jonly after mass arrests. But political science. Rather than setstof the issues on which the tling on one location for the univer-1 as focused have been reflectsity, the government opted for two campuses, both reasonably close abereforms that subsequently cheen adopted by the governto the city center; one in Valco Sao Paolo, a district in the south of the city, and the other in the Santa Ma-

hemowding Still an Issue

Two years after these protests. squestioning about what a public besity's autonomy should pull to is no longer an issue for kals," says Franco Rizzi, the sector in charge of internaal relations at La Sapienza. குhis the original University of tre. The institution, whose memeans wisdom, claims to be a most overcrowded university id of Europe—it enrolled 1000 students in 1990-91. The

suby Italy's students has resultinchanges aimed at easing the growding there and at other for in every five universities in Frame public, and the 67 public

autions together enrolled all 130,000 of the 1.3 million stu-

wents entering the

Mic universities is

郎]obs at the end."

® guarantee that

inking the number of As a result, enrollment at Tor Vergata hovers around 10,000. while more than 180,000 students now attend La Sapienza, about 6.6 per cent more than enrolled there live years ago. Mr. Rizzi, the vicerector at La Sapienza, says the dis-Audents will finish and parity can easily be explained: "La Sapienza is situated near the city center: Tor Vergata is in the

atsin Italian universities in acu

Overcrowding has been a probmal several of the universities Syears. Putting limits on enrolland was one way to try to solve problem, and while it was the stexpensive solution, it carried whit the real risk of new student mests. Instead, Mr. Ruberti deded to push forward with a plan b create new public universities ad to add buildings to existing Approses, decisions that the stutels took as a major concession the part of the government.

dget for Expansion

last fall Mr. Ruberti won apwal for an \$800-million, threei higher-education budget that sludes ambitious expansion for the universities. While but half of the amount will go to you the basic operating costs of unities and research insti-Ri, the balance will be spent prion infrastructure, including tasing the physical capacity of most overcrowded state unianiles. According to this plan. folloent at public universities and eventually be limited to a hainum of 40,000 students at any

About \$82-million of the threebudget will be spent on estaba third public university in doubling the number of mily, among other things.



Franco Rizzi of Rome's La Sapienza University: "Italy's higher-education system is Darwinian."

versities. Mr. Rizzi says the latter steps to raise the numbers of graduapproach is essential if institutions ating students and at the same time are to preserve their identity and

culture as universities. Easing the overcrowding by expunsion is seen by many here as in 1993 to a single economic marone way to help lower the astonishing dropout rate in Italian higher three-year higher-education plan education. About 70 per cent of all students who enter universities do not stay to complete a degree program, which usually takes five or or diplomas in two to three years. six years.

"Italy's higher-education system is Darwinian," says Mr. Rizzi. "But limiting the number of students entering the public universities is no guarantee that students will finish and get jobs at the end. The 30 per cent of students who do complete their course are now very ture at least, leave with some form good indeed. They have done so against all the odds."

The government has taken other

courses will insure that the type of student who now drops out of the public universities with nothing to show for the effort will, in the fuof certification. In addition, the degree reform

modernize the system.

For instance, in anticipation of

the European Community's move

ket, the Italian government's

calls for the introduction of some

800 new, shorter courses of study

About 150 such programs in engi-

neering, medicine, and business al-

Mr. Rizzi says the shorter

ready are being introduced.

seeks to correct some of the distortions that now exist in Italian higher education between the courses of study most popular among students and the qualifications in greatest demand in the labor market. In 1989-90, for example, Italy's universities produced 12,000 lawyers but only half that number of engineers—but there is a shortage of engineers while many lawyers are unemployed. Similarly. studies at the ministry for universities reveal that public universities are now producing fewer pharmars than the market needs.

Steering Clear of Protest

Faculty members at public and private universities alike say the reforms and expansion plans are proof that the government wants to avoid, at all costs, a repetition of the nationwide student protests of two years ago.

But beyond that, Mr. Ruberti's ties. policies reflect pressures to make Italian universities more efficient. Indeed, top academic and government officials credit the minister for providing the leadership that has long been needed to shake up higher education. Mr. Ruberti,

who has remained in his post in the caretaker government, is running for a seat in the new Parliament. He is expected to retain his cabine. post in what will probably be yet another coalition government.

Fabbio Matarazzo, who has responsibility for universities at the Ministry of Public Instruction. says students have accepted the reforms largely because their own concerns have been met. For example, the government agreed to make a concession to students and wrote a guarantee into the proposed new autonomy law that states, "The essential workings of a public university, including paying for faculty and non-faculty salaries, and for research and infrastructure, will go on being guaranteed by the state."

Student Concerns Eased

"As a result," Mr. Matarazzo says, "getting private financing at a public university is seen as some thing extra, and the risks of a private company's influencing the content of university courseswhich is what concerned the students so much-are now mini-

In addition, under the autonomy law, students for the first time will have a formal role in the governance of the public universities. The law provides for the formation of a new student senate on each campus that will have a say in matters relating to courses, schedules, academic assessment, and student

The legislation also includes provisions to make higher education.

"The new university-

autonomy law represents an attempt to combine

the philosophles of a

European welfare state with a market economy.'

more accessible to Italians regardless of their social and economic circumstances.

All in all, the framework seems to be set for more students to enter Italian public universities, not fews

Increasing Efficiency

Against this background, the government hopes to increase the efficiency of the universities by allowing, under the new autonomy law, a total of six representatives from regional and provincial governments and companies a place on cists, agronomists, and technical the administrative councils of the state universities. This comes after criticism that public-university management, and the administration of the budgets at those institutions, has been lax.

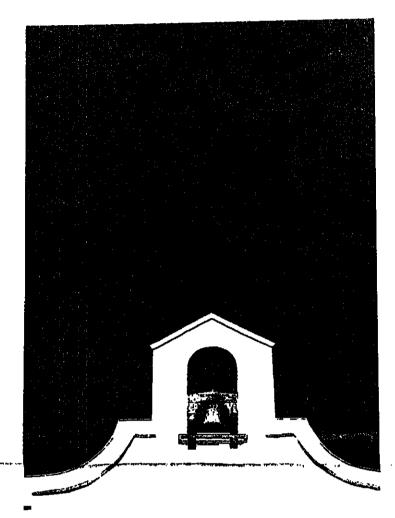
The new law also includes a proposal to set up, for the first time, an independent body of outside experts charged with monitoring the use of public funds at the universi-

"The new university-autonomy law represents an attempt to combine the philosophies of a European welfare state with a marketer. economy," says Mr. Rizzi. "What is not clear yet, however, is which philosophy will prevail."



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AsyaLE UNIVERSITY continues to cope with its Afmancial difficulties (The Chronicle, March 25), Frank Mamor, provost since 1988 and chief organizer of the inversity's "restructuring" committee, announced last sek that he would return to full-time teaching and issarch in the history department at the end of this sademic year.

Hewill be succeeded as provost by Judith S. Rodin, a miessor of psychology and of medicine and psychiatry shobecame the first woman dean of the university's fraduate School of Arts and Science last July. She will be hehighest-ranking woman academic officer in the lvy lague—but not the first female provost at Yale University. Hanna H. Gray held the post before becoming president of the University of Chicago in 1978. Inhis letter of resignation, Mr. Turner said he looked faward to continuing his work in British and European mellectual history. "I take much encouragement from mexample of John Henry Newman, who wrote his most inportant books after having been a university alministrator," he said.

Inannouncing the selection of Alexander M. Sanders, has the next president of the College of Charleston, Joe Elerry, Jr., chairman of the college's Board of fustees, said, "The board is very happy to have a person fAlex Sanders's caliber as the next president." Some members of the faculty and staff are not so happy—as Mr. Bury seemed to acknowledge by continuing. "The bard received numerous written comments from faculty adstaff, all of which were considered and discussed." The presidential search had been contentious from the ouset, and the faculty recently requested a delay in the maning of a president "in order to provide for faculty inputation the candidates have been interviewed." Critics dted Mr. Sanders's lack of experience in highereducation administration and his political connections to members of the board. A former member of the South Carolina legislature, Mr. Sanders has been chief judge of the South Carolina Court of Appeals since 1983 and has laught in the law schools at the University of South Carolina and Harvard University. Mr. Sunders will succeed Harry M. Lightsey, Jr., on

Also named to a presidency was Joseph D. Olander, Moresigned in September 1990 as the chief executive of Evergreen State College following a long dispute over us academic credentials. Mr. Olander, who earlier served as vice-president of the University of Texas at El Paso, ill become president of Teikyo Westmar University in lowa on May 1. The university was formed when Westmar College merged with Japan's Teikyo University

October 1.

When Beatrix A. Hamburg succeeds Robert J. lagerty as president of the William T. Grant Foundation ^{in July} 1, she will join her husband as president of a lational foundation. David A. Hamburg is president of the Carnegie Corporation of New York.

James Boren, founder of the International Association Professional Bureaucrats and political-science scholarh-residence at Northeastern State University in Oklahoma, is once more running for President. (He last ran in 1984.) His campaign literature is headed "Honest Jim Boren for President—the grandpa from Tahlequah. I have what it takes to take what you've got."

Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING LYENTS



Edwin B. Strong, Jr.

Culver-Stockton

College

Sheila E. Megley 🧗



Beth I. Warron Cornell University





John T. Park University of Missouri

- New coilege and university chief executives: Albright College, Ellen S. Hurwitz; College of Charleston, Alexander M. Sanders, Jr.; Columbia College Chicago, John B. Duff; Fulton-Montgomery Community College, Jacqueline D. Taylor; Jackson State University, James E. Lyons, Sr.; Morehead State University (Ky.), Ronald G. Eaglin; Napa Valley College, Diane Carey; Oakland University, Sandra Packard; Salve Regina University, Sheila E. Megley; Teikyo Westmar University, Joseph D. Olander; University of California at Riverside, Raymond L. Orbach; University of California at Santa Cruz, Karl S. Pister; University of Missouri at Rolla, John T. Park; University of Puget Sound, Susan Resneck Parr.
- Other new chief executive: William T. Grant Foundation, Beatrix A. Hamburg.

Appointments, Resignations

Diane Carey

College

Louis Anderson, director of the student cen-ter at Pittsburg State U., to director of the student union at California State U.-Do-

minguez Hills.

William G. Anlyan, Jr., associate director for development at North Carolina Museum of Art (Raleigh, N.C.). to vice-chancellor for advancement at U. of North Carolina

at Wilmington.

Juan A. Asensio, assistant professor of surgery at Temple U., to associate professor
of surgery and chief of the Division of
Trauma Surgery and Surgical Critical
Caro at Hahnemann U.

Bevery Biola, executive director of Project
International Emphasis at Virginia Community College System, to chair of the
humanities division at the Loudoun campus of Northern Virginia Community College.

Hugh W. Bonner, program director at Texas Higher Education Coordinating Board, to

associate dean of the school of allied health at Texas Tech U. Roger Broome, director of development at Tufts U., to vice-president. Diane Carey, vice-president for instruction at Napa Valley College, to president and

superintendent.
Michael J. Cleary, assistant dean for student
development at Clermont College of U. of
Cincinnati, to assistant provest for su-Carlsbad. Rehard Dudley, professor of education and

Richard Dudley, professor of education and of history at Doune College, also to deun of graduate programs in education and administrative arts.

John B. Duff, commissioner of Chicago Public Library and former chancellor of Massachusetts Board of Regents of Higher Education, to president of Columbia College Chicago, effective in August, Ronald G. Eaglin, chancellor of Coastul Carolina College of U. of South Carolina, to president of Morehead State U. (Ky.).

G. Gregory Fahlund, vice-president for development and external affairs at Luwrence U., to vice-president for development and alumni programs at Wesleyan U.

Frank Frankfort, program director for core curricula in the Division of Education Programs at National Endowment for the Humanities, to dean of arts and sciences

cal faculty at U. of Vermont, to assoc car facing at O. of verification to associate professor of surgery and director of the division of surgical immunology and transplantation in the medical school at East Carolina U.

William Hamiman, dean of administration at Scheneciady County Community Col-lege, to vice-president for administration at State U. of New York College of Tech-

nt State U. of New York Conege of rechnology at Delhi.
Ellen S. Hurwitz, provost and dean of the faculty at Illinois Wesleyan U., to president of Albright College.
Thomas K. Kim, president of McMurry U., hus announced his retirement, effective May 31, 1993.

Harold Laydon, vice-president for academic affairs and dean of the college of Lake affairs College, to interim president.

Brian Levin-Stankevich, director of admissions at Florida Atlantic U., to director of admissions at Florida Atlantic U., to director of sions and enrollment management. Continued on Following Page

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

Call for Proposals and Conference Announcement

September 13-16, 1992 - Omni Shoreham Hotel, Washington, D.C.

Confirmed Speakers and Presenters: Dr. Robert Albright,

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Scholar, American Council on Education; Mr. Michael Olivas,

Proposals: Submit proposals (5 copies) to Andrea Reeve,

For Registration Materials and Further Information Contact:

Randy Gunter, Conference Chair

Georgia Southern University

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Director, Academic Enrichment Center, University of

Wyoming, P.O. Box 3808, Laramie, Wyoming 82071;

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250 words or less abstract, your complete name, title,

address and telephone number for reply. Submission

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Gazette Continued From Procedure Page Authory Lumbaido, professor of chemetrs

Jamen E. Lyons, St., provident of Boxin-State D. to president of Jackson State D., effective July 1 William H. Machl, president of hielding lin-stitute has amounted his retirement of-fective May 31 (1993)

Susan Montgomory McCarnmon, a contate professor of psychology at Fast Carolina U , also to director of the women's stud-

Richard C. McGnuley, former president and chief exceptive officer of ARTSDAY 10%, to vice-president for institutional ad-vancement at Ringling School of Art and

Shella E. Mogley, executive vice-president and provost at Salve Regima U , to president, effective August 1 Mitchell L. Moore, director of major paths at

Opportunity & Diversity:

eclopment at Second Brian College of Berto a May 1 Juseph D. Clander, to one a provident of Ly nerven State College, to provident of let-

of letters and science at 10 of California at Line Angeles, to shincefor of U. of Sandra Packard, provod, vice chancellor for academic affair, and professor of corrections at C of Tennessee at Challa-

Raymond L. Othach, proceed of the college

nonga, to president of Oakland U. John T. Park, interim chanceller at U. of Mesouri at Rolla, to chancellor, Susan Resnock Part, vice-president for academic alfairs at Lewis and Clark College (Ore), to president of U of Poget Sound. Cinyton N. Phoasant, vice-president for college advancement at Juniara College, I

he relations at Marywood College Rad S. Plater, interim chancellor at 11, of California at Santa Cruz, to chancellor. Peggy Prather, corporate relations officer at Our Lady of the Lake U., to director of development and alumn affairs

NCEOA

Ingild W. Rood, acceptant dear and director of administration at the school of public and international affairs at Princeton U to vice president for public affairs an orporate accretary of Rockefeller U. John Roborto, everative director of opera-tions at Jufts U , to vice-president.

Mozandor M. Senders, Jr., chief midee South Carolina Court of Appeals, to pre South Carolin Court of Appears, to previous them of College of Charleston
Judith Ryland Sizer, Lowyer in Boston, lot assistant general counsest at Branders U.
Max I. Skidmora, dean of the college of arts and sciences at U of Missouri at Kansas City, has resigned as dean. He will remain on the faculty as professor of American College on duffical Science.

Jacqueline D. Taylor, vice-president for in stikutional research, planning, and devel opinent at Lansing Community College to president of Fulton-Montgomery Com

mounty College.
Robert L. Trinchero, acting associate vice president for admissions and enrollment services at California State U. at Hav-ward, to director of university relations

PRESENTS:

June 5 — July 30

June 26 --- July 24

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CONFERENCES, WORKSHOPS

Both I. Worren, associate vice-president for human resources at U. of Southern dent of William T Grant Foundation.

Persis C. Rickes, director of planning at U. Mame, to associate vice-president for human resources at Cornell U. Sondra Whitiow, former program specialist

at North Harris Montgomery Community College District, to dean of community education at Kingwood College.

IN THE ASSOCIATIONS

David Lester, professor of psychology at Richard Stocknon State College, has been elected president of International Association for Suicide Prevention

MISCELLANY

Jonathan N. Grayer, regional operations di-rector at Stanley H. Kaplan Educational Center (New York), to vice-president for

Beatrix A. Hamburg, professor of psychiatry and pediatrics and director of the division of child and adolescent psychiatry at

the Boston office of Ira Fink and Avin SCIENCE

Deaths

Gazette

Mount Simi School of Medicine, to pres

William H. Brown, 50, limancial manager of Contra. Custa. Community College District, February 15 in San Francisco. Wilfred Cartey, 60, professor of black studies at City College of City U. of New York, March 18 in New York.

Clarence F. Caubte, 67, former director of the medical-records depurtment at Medical College of Virginia, March 13 in Richmond, Va.

Robert A. Gooper, Jr., 59, head of the can-cer center at U. of Rochester, March 19 in Rochester, N.Y.

Louis J. Gerstman, 61, professor of neuro-psychology at City College of City U. of New York, March 17 in Malvern, 9a. James R. Herahberger, 58, associate pro-fessor of music at U. of Wisconsin at John W. Horvath, 39, coordinator of red-dence education at Virginia Common-wealth U., March 12 in Richmond, Va. Hans Jelinek, 81, professor emeritus of art at City College of City U. of New York, March 13 in New York. Ellen H. Johnson, 81, professor emerita of art at Oberlin College, March 23 in Ober-

emeritus of languages and linguistics at Western Michigan U., February 29 in Salt

Western Michigan U., February 29 in Salt Lake City.

Phylle A. Krumm, associate professor emeritus of art at Ohio State U., March I in Columbus, Ohio.

Deane Montgomery, 82, professor emeritus of mathematics at Institute for Advanced Study, March 15 in Carolina, Meadows, N.C.

Kenneth E. Naylor, Jr., 55, professor of Slavic and East European languages and literatures at Ohio State U., March 10 in Columbus, Ohio.

Columbus, Ohio.
Lewrence Olson, 73, former professor of history at Wesleyan U., March 17 in

arry Orlinaky, 84, former professor of Bib Harry Orlinaky, 84, former professor is mu-lical literature at Hebrew Union College-Jewish Institute of Religion, March 21 is Owings Mills, Md. Douglas Radolff-Umstead, 52, professor

of Romance languages and literatures of Kent State U., Murch 22 in New York.

George S. Round, 84. former director of public relations at U. of Nebraska, March

Sargent Russell, 76, professor emerius of agriculture and food economics at U. of Massachusetts at Amherst, March 17 in

lin, Ohio. H**orb B. Jones,** 76, associate professo

Jurging Concepts of Race in

loching Baste Musician-hip: 4Refective Practicum in the

Rand Global Political Change Jura 22 - 25 William Cariffith

San Francisco.

John C. Sheehan, 76, professor emerius of chemistry at Massachusetts Institute of Technology, Murch 21 in Key Biscayne, Eugene Skolnikoft Henry B. Smith, 74, former vice provost, and dean for research at North Carolina State U., March 15 in Raleigh, N.C. Jean E. Spencer, 58, former deputy chan-cellor of U. of Maryland System, March

cellor of U. Ol Maryania of State 19 in Lunhum, Md.

Dorian Sprandel, 50, associate vice-president for university marketing and student utfairs at Eastern Michigan U., March II in Ann Arbor, Mich.

John D. Strong, 87, former head of the laboration of Catternhysics and physical are

orni U. atrong, N., former nead of the law ornitory of astrophysics and physical me teorology at U. of Massachusetts at Am-herst, March 21 in Amherst, Mass. Allan Tuoker, professor of higher education at Florida State U., March 4 in Tallahat-

see, Pla. Shirley Uliman Wedgen, 65, professor education at Brooklyn College of City of New York, March 12 in Brooklyn

PAUL N. Yivisakor, 70, professor of educa-tion and former deen of the graduate school of education at Harvard U., March 17 in Washington.

Coming Events

A symbol (*) marks items that h not appeared in previous issues of The Chronicle.

8: Minorities. "Increasing Minority Participation in Math-Based Disciplines," videoconference, California State University at Long Beach. Contact: University at Long Beach. (310) 985-2826.

8: Multicultural studies. "1492: loiesed tions and Convergences." conference itons and Convergences." conference Island University, Brooklyn. N. Y. Contact: Bernice Braid. (718) 488-1049.

8: Technology. "Educational Technologiand Interactive Strategies." videoconference. George Wushington (800) 476-2001. Contact: Braden Kuhlman. (800) 476-2001.

SOMMER SEMINARS IN JUANITIES & SOCIAL

and professionals given by Ipody on the campus in dridge, Massachusetts.

> _{Pauling} the Unmeasurable: <u>No-Market Effects and</u> Mic Policy Evaluation 2-26 Jeroma Rothemburs;

loket, Peace and War: ¿Cassewitzian Approach of 19th and 20th Century ze22-26 David Ralston

line 22 - 26 Alvin Kilbel

o Views of Second Language page Teaching & Computer Lly 13-17 Suzanne Flynn.

5e22-26 Michael Kaufman

late 15 - 19 Robin Kilson

Jane 8 - 12 Gary Marx

New Uses of the Computer

My 13 - 17 Mark Harvey

& Madonna's Navel: litty Popular Culture Seriously June 8 - 12 Henry Jenkins

Science Policy: What is it and Who Needs 11?

July 6 - 10 Leon Trilling.

for Film and Video ly6-15 Christopher Therateur

Contemporary Perspectives July 13 - 17 Peter Donaldson

Ofference Does Gender Make? æ 15 - 19. Isabelle de Courtivron

lune 15 - 19 Richard Vallely

ding Communities that Work: desirading the Link Between Power and Culture 6-10 Mel King, Antonia Darder

> Film Music August 17-21 Martin Marks

Modern Dance: Approach to Body Awareness lune 15 - 19 Beth Soil

Contemporary France: Myth and Reality My 20 - 24 Avagail Vicente

Ehical Conflicts in Recent American Science kne8-12 Charles Weiner

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Call for Papers

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American Association for the Advancement of Core Curriculum Proposals by May 15 to:

Atlanta, Georgia ("The Olympic City" for 1996) Kanuda Holel Allania (Downtown)

 The Core Curriculum and the New Democracies • "Internationalizing" the Curricuhan: What Does It Really Mean? • Teaching About the West and Teaching About the World: Conflicting or Computible Goals? • Foreign Languages in the Core • The Movien of American Education in the 21st Century • Improving Science and Math. Competencies • What Does it Mean to Be Literate! • The Arts and Humanities in a Changing World • The Pursuit of Excellence in the Classroom • The Liberal Arts and the Professional Schools: Strengthening Strategies of Co-operation.

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1. VENEZUELA: Caracas and Canaima—May 31 - June 7, 1992 approximately \$1,200 plus airfare

2. MEXICO: Mexico City and Querétaro—September 26 - October 4, 1992 approximately \$1,400 plus airfare

GERMANY: Berlin and Potsdam—October 3 - 10, 1992 approximately \$1,595 including airfare

4. IBERIA: Seville, Spain and Lisbon, Portugal-March 4 - 13, 1993 approximately \$1,250 plus airfare



College Consortium for International Studies (CCIS) Suite 203B, 301 Oxford Valley Road Phone:(215) 493-4224 Yardley, PA 19067

CONFERENCE ANNOUNCEMENT 1992 NATIONAL CONFERENCE



The University of South Carolina Division of Continuing Education

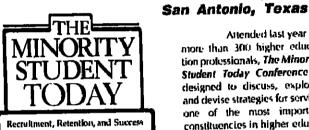
stended the past six years by over one thousand higher education professionals, the 1992 National Conference on the Adult Learner continues to Keep in Step with the Future, focusing on the successful use of mentors and peer counselors in adult student program The purpose of the conference is to assist institutions of higher education in the planning nplementing, and marketing of high quality programs for older students.

If you or your colleagues are engaged in providing quality learning experiences to today's adult learner, the conference planning committee encourages you to experience what past participants have described as "the best organized, informative and fun conference that I've ever allended.", "... a broad range of issues provided so much to choose from ... the uality of the sessions was commendable!".

The National Conference on the Adult Learner

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Write or Call for Proposal Guidelines and Registration

The Minority Student Today Conference University of South Carolina Division of Continuing Education 900 Assembly Street, Suite 200 — Columbia, S.C. 29208

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Coming Events

Command From Page A42
8-10: Aostholics. Pagilic division meeting

American Society for Aestherics, Pacific Grove, Cal. Contact. Peg Brand, Philosophy Engenc. Ore. 97403-1202

8-10: Fund raising. "Presidential and Irustee Leadership in Fund Raising." workshop, Council for Advancement and Support of Education, Omni Royal Or-leans Hotel, New Orleans Comact 7 Avi., (202) 328-5900 8-10: Student recruitment, "Developing a

Creative and Effective Recruitment and Petention Program." workshop, Council for Advancement and Support of Educa non. Forum Hotel, Chicago. Contact: CASE. (202) 328-5980.

8-11: Business education. "How to Develop and Implement Effective Programs," international conference, National Asso-ciation of Small Husiness International Trade Educators, Marriott Hotel, El Pasa, Contact: Small Business Development Center, El Paso Community Col-

8-11: Child care. Annual meeting, National Condition for Compus Child Care, Breek-enradge, Colo. Contact: University of Colorado, Office of Conference Services

8-12: Archaeology, Annual meeting, Socie ty for American Archaeology, Pittsburgh Contact: SAA, (202) 223-9774.

A. (202) 224-07/4.
£ 12: Black studies, "Strategies for Developing an African World Perspective for the 21st Century," annual conference, National Council for Black Studies, Clarion Hotel, St. Louis, Contact: Francisco C. Childs, (614) 593-1307, Barbara Wood, (314) 658-2242, or Nobs, (614) 292-1035.

interactive teleconference on the Human Clenome Project, Virginia Polytechnic In-stitute and State University and NUTH. Contact: (703) 231-6551 or (405) 744-5191. 9-10: Academic advising. Regional confer ence. National Academic Advising Association, College of William and Mary, Williamsburg, Va. Contact: Randy Cole-

man. (804) 221-2476. 8-10: Academic advising. Regional confer-ence, National Academic Advising Assoiation, Reno. Contact: Garry Hart, (213)

ence, National Academic Advising Association, University of Alabama, Birming-ham, Ala. Contact: Nancy Walbarn, (205)

and Corporate Funds: How to Write a Winning Proposal," workshop, Council for Advancement and Support of Educa-tion, Toronto. Contact: (202) 328-5900. 9-10: Management. "Project Planning and Cost Control," workshop, OR/Ed Lab-oratories. Oriental, N.C. Contact: OR/

Ed. P.O. Box 888, Oriental, N.C. 28571; (919) 249-3040. 9-11: American studies. "American En-counters: Exploring the Great Plains." sympolism. Hinserati of Nichaska. Lincoln Hillion Hotel, Lincoln Neb Contact: Center for Great Plants Studies Biniversity of Mebraska, 1402) 472, 3082

9-11: Education reform. "I document Reinstronal institute. National Conmunity Education Association, St. Pau Radission Hotel, St. Paul Contact 1803 S (704) 683-6242, (ax (703) 683-0161

9-11: Ethics and information. "Ini in Contemporary Society: Lithical Is sues," collaquium, University of Notice Dame, Notre Dame, Ind. Contact (219)

3-11: Higher education. National confer ence on college teaching and learning Florida Community College at Jackson ville, Omm Hotel, Jacksonville, Fla. Contact: Bill Martin, (904) 632-3155, fax 904) 632-1393.

9-11: International studies. "Government Structures in the United States and the Former U. S. S. R., "Conference, Hofstra University, Hempstead, N.Y. Confact Hofstra Cultural Center, (516) 463-5669. 9-21: International atudies, "Intellectuals and Social Change in Central and Eastern

Iy at Newark and Partison Review, New ark, N.J. Contact: (201) 648-5066.

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Illusion to Reality." meeting, Col lege Language Association, University of Tennessee, Knoxville, Tenn. Contact: James J. Davis, (202) 806-6758.

9-11: Phenomenology and ilterature, "Allegory Old and New—in Literature, the Fine Arts, Reality," annual conference, international Society for Phenomenology and Literature, Cambridge, Muss, Con-tact: A-T. Tymieniccka, World Phenomenology Institute, (617) 489-3696.
9-11: Philosophy. "Figuring the Self," symposium, University of lowa, lowa

City. Contact: Quenter Zoeller, Depart-Iowa City 52242

ence, National Association for Campus Activities, Milwaukec. Contact: Jerry Blocal, University of Wisconsin, Osh-kosh, Wis. 54901; (414) 424-2327. 9-12: Curdenium, "The Liberal Arts of Sci-enco," conference, Micklejohn Educa-9-12: Cui

tion Foundation and University

National Collegiate Athletic Association

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delivery formats. Contact:

21: Munio. Regional meeting, College Music Society, California State University, San Bernardino, Cal. Contact: CMS, (406) REQUESTS FOR PROPOSALS

NCAA

11: Philosophy. Annual meeting, Wisconsin Philosophical Association, University of Wisconsin, Milwaukee. Contact: George C. McMullen, (414) 258-4810,

C. McManen, (14) 250-4610,

11: Philosophy, Round table, American
Catholic Philosophical Association, St.
Peter's College, Jersey City, N.J. Contact: Dominic Balestra, Philosophy Department, Fordham University, Bronx,
N.Y. 10458.

11: Woman's studies. "Authorizing Woman's studies."

N.Y. 10458.

11: Women's studies. "Authorizing Women: the Professionalization of 19th-Century Women Writers," symposium, Library Company of Philadelphia, Philadelphia. Contact: (215) 546-5588.

poia. Contact: (213) 3-46-5388.

11-12: Computers. "South Central Small College Computer Conference," Consortium for Computing in Small Colleges, Oklahoma City. Contact: Kathy Cupp., (405) 682-1611, ext. 262.

11-13: Musia, Regional meeting, College Music Society, University of Portland, Portland, Ore. Contact: CMS, (406) 721-9616.

11-14: Higher education. Annual meeting.
American Association of Community and Junior Colleges, Phoenix. Contact:

11-15: Public administration, No nce, American Society for Public Administration, Chicago. Contact: ASPA, Suite 700, 1120 O Street, N.W., Washing-ton 20005; (202) 393-7878, fax (202) 638-

Palm Sunday

12-14: Libraries. "Academic Libraries: Achleving Excellence in Higher Educa-tion," national conference, Association of College and Research Libraries, Sait Lake City. Contact: ACRL, (312) 280-

2516.

12-14: Literacy. "Reaching America's Education Goals Through Family Literacy," conference, National Center for Family Literacy, University of North Carolina, Chapel Hill, N.C. Contact: Sharon Darling, (512) 584-1133, fax (502) 584-0172, or Rachel Davies, (919) 962-1124, fax (919) 962-2061.

9-12: Hoolth. National Community College Wellness Conference, Mariconal Association of College Unions-Interna-Association of College Unions-Interna-tional, Atlanta Hillon Hotel, Atlanta. Contact: Mursha Herman-Betzen, (812) 132-8017, fax (812) 333-8050.

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ous taillege and other spons

Sheraton Tempe Mission Palms Hotel.

lempe Aut Contact: Mary Genderon.

(602) 731-8600, fax (602) 731-8450.

9-12: Languages, "Central States Conference on the Feaching of Foreign Languages," Wayne State University and

other Sponsors, Dearborn IVail Regency Hotel, Dearborn, Mich. Contact. Donald Spinelli, (313) 577-6241 or (313) 577-3002.

10: Lagat Issues, "Prepaid College Tutton Plans in the United States: Promise and

Problems," conference, University of Houston, Houston Contact, (713) 749-2557, fax (713) 749-2567.

2557, fax (713) 749-2567.

10: Minoritios. "Student-College Interview Session," Southeastern Regional Office at National Schulurship Service and Fund for Negro Students, Rutgers University, New Brunswick, N.J. Contact: 5FRO-NSSENS, (404) 577-3990.

10: Teaching. "Lunguage and Gender in the Classroom." workshop, Simon's

Rock of Bard College, Great Harrington, Mass. Contact: Judy Smith, (414) 758-

10-11: African-American literature. "Narra-tive and Aesthetic Traditions in African-

American Literature," meeting, Virginia Humanities Conference, Virginia Poly-technic Institute and State University, Blacksburg, Va. Contact: Suntuel B.

10-11: American studies. "Oh Brave New World: Discovery and Rediscovery in American Culture," conference, Oreat Lakes American Studies Association.

Bowling Green, Ohio. Confuct: William E. Grant or Philip G. Terrie, American

Culture Studies Program, Bowling Green State University, Bowling Green, Ohio

10-11: Music. Regional meeting. College

Music Society, Community College of Aurora, Denver, and University of Mis-

10-21: Two-year colleges. "Looking In, Looking Out: the Challenge of Higher Education," spring conference, Ameri-can Council on International Education, Phoenix, Contact: M. Yukie Tokuyama,

10-12: Leadership. "Leadership and Social

Responsibility," conference, Monmouth College, West Long Branch, N.J. Con-

tact: Gloriu Nemerowicz, dean of arts and sciences, or Saliba Sarsar, (908) 571-7508.

10-12: Minorities. "Celebrating 500 Years

of Resistance," meeting, National Chica-

New Mexico, Alhuquerque, N.M. Con-tact: Tammy Murtinez. (505) 277-0975 or

10-14: Continuing education, "Through the Learning Olass: Beyond Boundaries," national conference, National University

Continuing Education Association. San

Diego, Contact: NUCEA, (202) 659-3130, fnx (202) 785-0374.

(202) 728-0215.

souri, Columbia, Mo. Contact: (MS, (406)

Olorounio, (703) 674-3600.

12-18: At-fisk young people. "National Youth Professional's Institute: How to Succeed With At-Risk Youth." ways Inc., Hyatt Regency Hotel, New Orlenns, Contact: Delores Parker, (800) 274-2005. 13: Families. "Our Families in Crisis: Multicultural and Multiethnic Perspectives," conference, St. John's Universi-. Jamaica, N.Y. Contact: (718) 990-

13-14: Collective bargoining, "The Impact of Collective Bargoining on Higher Education: a 20-Year Retrospective," annual conference, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Graduate School and University Center of City University of New York, New York, Contact: Beth Johnson, (212) 387-1510.

13-15: Fund rateing, "Major-Donor Research," workshop, Council for Advancement and Support of Education, Back Bay Hilton Hotel, Boston, Contact:

CASE (202) 328-5900. 13-16: Computers and engineering. Conference on computers in engineering, American Society of Mechanical Engineers, Coho Hall, Detroit. Contact: Gary Gubricle, (518) 276-2601. Workshops, on Joney. 13-15: Fund raising, Workshops on donor research, Council for Advancement and Support of Education, Boston, Contact: CASI., (202) 328-5900.

14-15: Admissions. College fair, Nationa Association of College Admission Coun-selors, Montgomery College, Rockville, Md. Confact: NACAC, (703) 836-2222, fax (703) 836-8015.

4-15; Fund raising. "Fund-Raising Forum for Presidents and Chief Development Officers," Council for Advancement and Support of Education, Washington, Con-tact: CASE, (202) 328-5900. 14-18: Minorities. "A New Generation-A New Dialogue: National Conference on Black-Jewish Relations," Dillard Univer-

sity, New Orleans, Contact: (504) 283-8822, ext. 4709. 14-18: Personnel. "Pre-Professional Teacher Interview Seminar," SRI Gallup, Lincoln, Neb. Contact: Cheryl T. 18-16: Anademic advising. Regional conference, National Academic Advising Association. Spokane. Wash. Contact: Sid

Esparza, (509) 359-2345. 15-16: Bueiness and higher education Delivering Education and Training to Business and Industry, Conference, College Board, Sheraton Harbor Island Hotel, Sun Diego. Contact: Elena K Morris, (212) 713-8101.

18-18: Intomational studies. "The Economic Future of Central Europe: Lessons and Legacles From the Past," conference, University of Minnesota, Minnesota,

ence, University of Minnesota, Minne-apolis, Contact: Center for Austrian Studies, (612) 624-9811.

18-18: Philosophy and psychology. Meet-ing, Southern Society for Philosophy and Psychology, Memphis. Contact: Richard Burns, Psychology, Georgia Southwest-ern College, Americus, Ga. 31709.

Good Friday

17-18: International atudies. "San Diego-Tüuana Borderlands: Problems and Pros-pects," interdisciplinary symposium, San Diego Mesa College, San Diego, Contact; Jonathan W. McLeod, History Department, San Diego Mesa College, San Diego 2011, 4082, 410377, 40637

Department, San Diego Mesa College, San Diego 92111-4998; (619) 627-2495.

17-19: Minorities. "Builders of a Black Tomorrow," world conference of African students, Lincoln University and other sponsors. Society Hill Sheraton Hotel, Philadelphia. Contact: Forerunners Institute, (800) 831-9333.

Passover

18-19: Philosophy. "Figuring the Self," symposium, University of Iowa, Iowa City. Contact: Kate Neckerman, Project on Rhetoric of Inquiry, 700 Scashore

. Hall, University of Iowa, Iowa City 52241.

18-21: Geography. Annual meeting, Association of American Geographers, San Diego. Contact: AAG. 1710 16th Street, N.W., Washington 20009-3198.

Easter Sunday

18-24: Admissions and records. Annual meeting, American Association of Collegiate Registrars and Admissions Officers, Loaw's Anatole Hotel, Dallas. Contact: Stephen Twense. North Lake College, 5001 North MacArthur Boulevard, Irving, Tex. 75038; (214) 659-5225.

Ving, 1ex. 73038; (214) 039-3225.

20-21: Philosophy. "Science, Technology, and Values," conference, Society for Indian Philosophy and Religion, Elon College, Bion College, N.C. Contact; Chandana Chakrabarti, Campus Box 2236, Elon College, N.C. 27244.

20-23: Computers. International confer 20-23: Computers. International conference on computer languages. Association for Computing Machinery and other sponsors. San Francisco. Contact: Mario R. Barbacci. Software Engineering Institute. Carnegie Mellon University. Phys. burgh 15213; 1412) 268-7704.

20-23: Energy. "Energy and Environment Transitions in Eastern Europe." International conference, Energy and Environ-mental Research Center and Power Re-search Institute Prague, Prague, Contact Gerald Groenewold, (701) 777-5132. Frank Beuver, (701) 777-2869, or Michael Jones, (701) 777-5152.

Jones, (701) 777-5152.
21: Philosophy. "Marxism and the Natural Sciences," symposium, Boston University, Boston. Contact: Robert S. Cohen, Center for Philosophy and History of Science, Boston University, Boston 02215.
22: Technology. "Educational Technology and Interactive Strategies," videoconference, George, Washinger, University, Boston 02015. ence, George Washington University Contact: Braden Kuhlman, (800) 476

22-24: Research administration. "Fundamentals of Sponsored-Project Administration." tration," training program, National Council of University Research Adminis trutors, Washington, Contact: Neura, Suite 220, One Dupont Circle, Washing. ton 20036; (202) 466-3894. 23-24: Alumni. "Managing a Small Alumni Office," workshop, Council for Ad-vancement and Support of Education, Hyatt Regency Hotel, Savannah, Ga.

Hyatt Regency Hotel, Savannah, Ga. Contact: CASE, Suite 400, 11 Dunont Circle, Washington 20036; (202) 328-5900.

23-24: Community service. "Experience the Power: Nutional Service Learning Conference," National Youth Leadership Council and Project Service Leadership. Everett Pacific Hotel, Everett, Wush. Contact: (206) 232-7197, or (612) 631-3672.

631-3672.

23-24: Environment. "When the Landfill Becomes a Landfull," international conference, California State Polytechnic University, Pomonn, Cal. Confact: Land Lab Conference, Cultiorniu State Polytechnic University, 3801 West Temple Avenue, Pomona, Cal. 91768; (714) 869 4449, fax (714) 869-2292.

23-24: Higher education, Deuns' semi Council of Colleges of Arts and Sciences, Doubletree Hotel, Albuquerque, N.M. Contact: Richard J. Hopkins, ccas, Ohio State University, 186 University Hall, 230 North Oval Mall, Columbus, Obio 43210-1319; (614) 292-1882.

23-24: Institutional advancement. "Strategies for Effective Community Relations." workshop. Council for Advancement and Support of Education. Wyndham Harbour Island. Tampa. Pla.

Contact: CASE, (202) 328-5900.

23-25: Learning. "Year of the Renalssance: the Resurgence of Learning." conference, Cameron University, Lawton, Okla. Contact: Jack Bowman, Cameron University, 2800 West Gore Bouleword. Lawton, Okla. 23505-6377. (405) vard, Lawton, Okla. 73505-6377; (405

28-25: Legal studies. "Beyond Our Borders: Global Themes in Legal Studies." annual invitational conference, American Bur Association's Commission on College and University Nonprofessional Legal Studies and S gul Studies, Ryc Town Hilton Hotel, Ryc. N.Y. Contact: John Paul Ryan, ABA Com N.Y. Contact: John Paul Ryan, ABACom-mission on College and University Non-professional Legal Studies, 54 North Fairbanks Court, Chicago 60611-314. 23-26: Mutticuttural Isaues, "Mutticultural Team Building and Strategic Planning In-stitute," Lenoir-Rhyne College, Orlan-do, Contact: Jackie Brown, (704) 328-7353, (704) 327-2957, or (800) 869-174. 23-26: Students, Appual conference, Na-

7353, (704) 327-2957, or (800) 869-1794.
23-25: Students. Annual conference, National Organization of Student Assistance Programs and Partners, Cityfront Center Sheraton Hotel, Chicago, Contact: Nosapp, Suite 106, 4760 Wahms Street, Boulder, Colo. 80301; (800) 972-4636.
23-25: Visual studies. "Visual Culture: Film, Photography, History," international conference, University of Wisconsin, Milwaukee, Contact: Kathleen Woodward, Director, Center for Twentheth Century Studies, University of Wisconsin, P.O. Box 413, Milwaukee 53201; (414) 229-4141, fax (414) 229-5964.
23-25: William Ings. "The Psycholosical and Social Issues in the Plays and Films of William Inge and His Contemporaties," annual William Inge Pestival and Conference, Independence Community Independence Independence

Conference, Independence Community
College and other sponsors, Independence, Kan. Contact; Jill Warford, Aristic
Director, William Inge Pestival XI, independence Community College, P.O. Box
708, Independence, Kan. 67301-0708.
24: Alumni, "CASE Study of a Gold Medal
Alumni Relations Program." workshop,
Council for Advancement and Support of
Education. University of Iowa. Iowa:
City. Contact: CASE, (202) 328-5900.
24: Freshman-year experience. "Freshman."

City. Contact: CASE, (202) 328-3900
244 Freahman-year experience. "FreshmanExperience Resource Seminar." University of South Carolina and others, Detroit. Contact: Freshman Year Conferences, University 101, University of
ences, University 101, University of
ences, University 101, University of
lumbla, S.C. 29208; (803) 777-6029.
24-25: Amarican studies. Annual spring
conference, Now England American
conference, Now England American
Studies Association, Boston. Contact
Lois Rudnick, American Studies Program, University of Massachusetts, Harbor Campus, Boston 02125.

Continued on Page Att

CONTERENCES, WORKSHOPS, CALLS FOR PAPERS

SEPTEMBER 11 – 13, 1992

Call for Papers (to be published in post-conference report) Call for Presenters

Deadline for papers and presenters: May 15

A comprehensive conference offering innovative programs wenhance minority access. success, and placement in graduate/professional schools and occupations

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The legend 100 years after the crime:

A conference on the Lizzie Borden case

Bristol Community College, August 3-5, 1992

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Forums locations.

New York Saturday, October 3, 1992 Omni Park Central B:30 a.m. - 3:30 p.m.

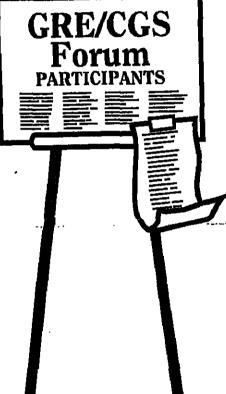
8:30 a.m. - 3:30 p.m.

San Francisco Chicago San Francisco
Saturday, October 17, 1992 Saturday, October 31, 1992 8:30 a.m. - 3:30 p.m.

The Forums are jointly sponsored by the Graduate Record Examinations Board and the Council of Graduate Schools.

For more information, please contact: Rodney Yancey, Project Director, GRE/CGS Forums on Graduate Education, Educational Testing Service, 32-V, Princeton, New Jersey 08541-6000, (609) 951-1539.

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Inquire: Dr. Lawrence G. Dotolo Virginia Tidewater Consortium Health Sciences Building, Room 129 5215 Hampton Boulevard Norfolk, VA 23529-0293 (804) 683-3183 Fax (804) 683-4515

Limited Space Available

Call for Papers POPULAR CULTURE ASSOCIATION AMERICAN CULTURE ASSOCIATION

Annual Meeting New Orleans

The next annual meeting of the Popular Culture ation/American Culture Association will be held in New Orleans, April 7-10, 1993. Popular Culture Studies/American Culture Studies are interpreted broadly and deeply. Participants in all areas of the arts, humanities, social sciences and physical sciences are invited to attend. Papers are solicited on all subjects.

Area Chairs, who are responsible for all areas, are assigned in over 150 subjects. For the name of the Chair in their area, people interested in participating in the meeting are urged to write immediately to:

Ray Browne, Popular Culture **Bowling Green State University** Bowling Green, OH 43403 or call 419-372-2981, FAX 419-372-8095





Continued From Pass A34
24-25: Computers, "Hyte Size Solutions for the '80's," seminar, National Association of College and University Food Services. Fort Collins, Cola Contact: NA CHAS, 1405 South Harrison Road, Maids Miles Building, Michigan State University. East Lansing, Mich. 48824. 24-25: Interdisciplinary studies. Interdisci-

Africa and Europe in the American, Har tian Institute for Cultural and Scientific Research and University of the District of Columbia, Washington Contact Marc
A. Christophe, Department of Foreign Languages, University of the District of Columbia, Room MR4104, 4200 Connect 24-25: Minorities. "Race. Class. Color. and Nationalty, the African American Search for Identity," conference, Temple University, Philadelphia, Cantact. Center for African American History and Culture, (215) 787-4851.

24-28: Philosophy, "Simone Weil and the Concept of a Person," meeting, Ameri-can Well Society, Mount St. Mary's College, Los Angeles, Contact: Eric O. Springsted, Department of Philosophy and Religion, Illinois College, Jackson

ville, III. 62650 24-28: Political science. Annual meeting New York State Political Science Associ-ation, Bultalo, N.Y. Confact: Namey E. -t-McGlen, (716) 285-1212, ext. 322 or Rob

24-25: Victorian studios. Association, Midwest Victorian Studies Association, South Bend, Ind. Contact: Micae Clarke, Department of English, Loyola University of Chicago, 6525 North Sheri-

dan Road, Chicago (1962). 24-25: Woman's studios, "Reassessing the Grounds for Our Struggle: Connecting Women's Lives in Theory, Practice, and Green, Ohio. Contact: Arlene Spuores, (419) 372-7133. Performance " conference, Bowling,

24-25: Children and legal lasues. "The Law and Children's Mental Health," institute, Nova University and Cleveland Clinic Foundation, Fort Lunderdule, Fla. Contact: (800) 541-6682, ext. 7572 or 7550, 24-26: Philosophy, Central division incet-ing, American Philosophical Association. Louisville, Ky. Contact: High McCann Philosophy Department, Iclas A&M University, College Station, Jes. 27844 26: Freshman-year experience. Freshman Seminar Instructor Framing," University of South Carolina and other sponsors, Detroit, Contact: (803) 777-0029

28: History, Semi-annual conference, New England Historical Association, Assump-tion Coffege, Worcester, Mass. Contact. Peter C. Hulloran, (617) 731-7066.

April 8 M Y W T F 8 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

25-26: Assessment, "Quality in Prior Learning Assessment Programs," Work-shop, Council for Adult and Experiential Learning, Chicago, Contact, Diana Ham ford-Rees, (312) 922-5989.

25-26: Critical thinking. "Critical-Thinking Teaching Strategies," regional institute, Foundation for Critical Phinking, Pitts burgh. Contact: Center for Critical Thinking, (707) 664-2940.

26: Admissions. College fair, National Association of College Admission Counsel ors. Analicini, Cal. Confuct: NACAC (703) 836-2222, fax (703) 836-8015. 28-28: Business officers, "Senior Financial Officers," National Association of Col-

lege and University Business Officers, Incksonville, Contact; (202) 861-2520. 26-28: Fund relaing, "Tay Planning for the Non-Technician," Institute for Churita-ble Giving, Dearborn, Mick, Contact:

26-29: Science. Annual meeting, National Academy of Sciences, Washington, Con-tact; (202) 334-2138. 27: Admissions, College fair, National As-

The Schomburg Center

for Research in Black Culture

is pleased to announce a symposium, "The Diversity of the African-American Religious

Experience: A Continuing Dialogue," May 29-30, 1992. This symposium will assess the

status of scholarship, survey resource materials, and telentify research needs in four broad areas: Blacks in Judaism and Ancient Christian Traditions, Blacks in Predominantly White

Protestant Traditions and Other Faiths, Islam in the African-American Community, and New

World African Religious Traditions and Synthesis. Panelists include Gayrand Wilmore, Emory Tolbert, Randall Burkett, Charles Shelby Rooks, Genna Rae McNeil, Cheryl T.

Gilkes, Akbar Muhammad, Rubert Farris Thompson and Karen McCarthy Brown.

For information contact:

Schomburg Center for Research in Black Collinge 515 Malcolm X Boulevard, New York, NY 10037-1801.

Preservation of the Black Religious Heritage Project

CONFERENCES, WORKSHOPS

April 15: German studies. Applicants fo fellowships for resident summer re-Contemporary German Studies, Johns Hopkins University, Suite 350, 11 Du-pont Circle, Washington 20036; (202) 332-

April 18: Health physics. Applications from faculty members in health physics and related technical areas for awards for re-search in applied health physics. Contact: Health Physics Faculty Research Award Program, Science/Engineering Educa-tion Division. Attention: Rhonda Sullivan, Oak Ridge Associated Universities, P.O. Box 117. Oak Ridge, Tenn. 37831-0117; (615) 576-1087.

April 18: International studies. Applications from teachers of Spanish for summer fellowships for study in Spain. Contact: Jill

Ors. San Diego. Confact: NACAC, (703) 816 2222, fat (763) 836 8015 27: Student-success courses. Onc-day emmation student-success courses. College Survival Inc., San Francisco Con-tact Cst. (800) 528-8323.

27-28: Fund reising, "Funding and Manag-ing Your Institutionally Related Foundaing town workshop, Council for Advance-ment and Support of Education, San Francisco, Contact; (202) 328-5900. 27-28: Grantsmankly, "How to Find—and Win—Federal Grants," seminar, Capitol Publications Inc., Washington, Contact:

27-29: Fund raising, "Effective Personal Communication in Major Donor Solicitacommunication in stage Donor Souther-tion." workshop, Council for Advance-ment and Support of Education. Wash-ington. Contact: CASE, (202) 328-5900. 27-28: Student loans. "Student-Loan Mun-ugement and Collections," National As-sociation of College and Discovering Rust.

sociation of College and University Busi-ness Officers and National Association of Student Financial Aid Administrator Orlando, Fla. Contact: (202) 861-2520. ■ 27-30: Instrumentation, International instrumentation symposium, Instrument Society of America, Lus Vegas, Contact: Roger N. Blais, University of Tulsa, 600 South College Avenue, Tulsu, Okla. 74104; (918) 631-2302, fax (918) 631-2033. 27-May 1: Materials research. Annual Materials Research Society San Francisco, Contuct: Mrs. McKnight Road, Pittsburgh 15237.

Deadlines

symbol (*) marks items that have not appeared in previous issues of The Chronicle.

FELLOWSHIP8

April 15: Engineering and science. Applica-tions for resident, cooperative, and post-doctoral research associateships with residence at federal agencies or research institutions Contact: Associateship Pro gram (OR430/DC), Office of Scientific and Engineering Personnel, National Re-search Council, 2101 Constitution Avenue. N.W., Washington 20418; fux (202)

20208-5645; (202) 219-2146, fax (202) 219.
2106. (For further information, see Federal Register. March 6, Pages R, 236-7.)

In the Humanities. Applications for challenge grants for projects in the humanities. Contact: National Endowment for vania Avenue, N.W., Washington 2006; (202) 786-0361.

May 1: Humanities. Applications for grants for humanities projects in libraries and archives. Contact: National Endowment for the Humanities. Room 426, 1100 (2000) 786-0271.

May 11: Veterans. Applications for new Yes Education Association, (703) (202) 786-0271.

Hall, 216 Pillsbury Drive, S.E., Universi-

ty of Minnesota, Minneapolis 55455.

April 37: Education research. Applications from individuals for fellowships for re-

search in the Department of Education's Office of Educational Research and Im-

provement. Contact: Jeffrey Gilmore Department of Education. Office of Edu

cational Research and Improvement Room 615, 555 New Jersey Avenue

S.E., University of Minnesota, Minne

May 10: Solence. Applications from Ameri

can biomedical and behavioral scientists for fellowships to conduct nostdoctoral research in Japan. Contact: International

Research and Awards Brunch, Fogarty

International Center, National Institutes of Health, Bethesdu, Md. 20892; (30)

April 15: Women. Applications for small grants for postdoctoral research using the Henry A. Murray Research Center, a na-tional repository of social- and behavior-

al-sciences data for the study of lives over time with a special focus on the lives

of women. Contact: Murray Rescurch Center, Rudchiffe College, 10 Gurden

Street, Cambridge, Mays. 02138; (617

pril 20: Black colleges. Applications from

black colleges for grants from the Nucle

ar Regulatory Commission to support re

search and the exchange of information Contact: Leslie Mills, (301) 492-7054

(For further information, see Federa Register, February 21, Pages 6,251-4.)

April 20: Nuclear engineering. Applications for grants for nuclear-engineering re-search. Contact: Larry Barker, Program Manager, Office of University and Sci-

ence Education Programs, PR-N2, Office

of Energy Research, Department of Ener

y, 1000 Independence Avenue, S.W., Washington 20585; (202) 586-8947.

April 24: Metrology. Applications under the Metrology Education Equipment Grant Program. Contact: Doris White, Grant

Coordinator, Brown & Sharpe Manufac-turing Company, Man Division, Pregistor Park, North Kingstown, R.I. 02852; (40)

ight 28: Biotechnology-oducation informa-tion. Applications for grants under the College Library Technology and Cooper-ation Grants Program—Biotechnologs Education Information Demonstration

Education Information Demonstration Project, Contact: Neal K. Kaske, Department of Education, Room 404-B, 555 New Jersey Avenue, S.W., Washington 20208-5571; (202) 219-1871. (For further Education Feb.

information, see Federal Register, February 11, Page 4,994.)
May 1: Education research, Applications for grants for education research, Con-

tact: Diane Jones, Department of Educa-tion, Room 508F Capital Place, 555 New

apolis 55455; (612) 624-4576.

Room 615. 555 New Jersey Avenue, S.W., Washington 2020x-5647; (202) 219-2243. For further information. see Federal Replace, Technology 7, Pages 4.796.7.) May 1: Children's literature. Applications from writers or illustrators of children's books for fellowships for study at the Kerlan Collection. Contact: Ezra Jack Keals/Kerland Collection Memorial Fellowship Committee, Kerlan Collection. 109 Walter Library. 117 Pleasant Street, S.E., University of Minnesota, Minnesota

on 20506; (202) 786-0271.

May 11: Veterans. Applications for new grants under the Veterans Education Outreach Program. Contact: Royald D. Amon. Department of Education. 400

Maryland Avenue, S.W.. Room 3022, Ron-3, Washington 20202-5339; (202) 708-7861. For further information, see Federal Register, February 6, Page 4.688, 3.

May 16: Development education. Applications for grants for curriculum development in development education at the undergraduate level. Contact: Interfaith Hunger Appeal. Office on Education, Suite 635, 475 Riverside Drive, New York 10115; (212) 870-2035.

May 16: Graduate education. Application. Application. Applications for grants for curriculum development education. Suite 635, 475 Riverside Drive, New York 10115; (212) 870-2035.

May 16: Graduate education. Application. Application.

Suite 635, 475 Riverside Drive, New York 10115; (212) 870-2035.

May 16: Graduate education. Applications for grants for graduate research truineeships. Contact: Forms and Publications (202) 357-7861; request the brochure Grants for Research and Education is Science and Engineering, NSF90-778 90). (For further information, see Federal Register, February 28, Pages 6,88-6,34 8-63,4

INSTITUTES, WORKSHOPS

April 22: Oneanography. Applications from 132-bins.

Science and engineering faculty members that and liberal arts. Abstracts of for participation in a workshop in ocean for passible presentation at a moore property of the prop

ing, to be held in June in Princeton, N.J. ass and Management, School of ing. to be held in June in Princeton, N.J. ass and Management, School of assent, Cultiversa Dagawarian, Director, Cultiversa State Universal National Institute, Thomas Edison State
National Institute, Thomas Edison State
College, 101 West State Street, Transa, 1538-3556.
N.J. 08608-1176; (609) 984-1141.

PAPER8

April 14: Intellectual studies. Proposels the topic "Intellectual Revolutions," lectures for possible inclusion in a lect series at the University of Tampa Col tact: Francis Gillen, Director, Universit Honors Program, University

Honors Program. University of lamps.
Tampa, Fla. 33606.

April 15: Gommunal societies, Proposals of the theme "Utopian Communities: Runand Urban Patterns of Settlement and Life," for pussible presentations at the annual conference of the Communities Studies Association, to be held in October in Nauvoo, Ill. Contact: Robert Sulvay (309) 208, 1053

ton, (309) 298-1053.

April 15: Communication, Proposals on the theme "Change, Diversity, and Communication, and Communication,

CONFERENCES

14th CONFERENCE ON THE CARIBBEAN OCHO RIOS: JAMAICA

> July 29-31, 1992 Theme: The Caribbean in the 21st Century

Program Information Tel: 606-257-6966 Fax: 606-258-1072 (University of Kentucky) Travel Information o

Tel: 800-327-9974 \$499 for 5 nights (inc. hotel, airfare, break, banquet, min) (Sharifa or Sonia) ssociation of Caribbean Stu

P.O. Box 22202

Lexington, KY 40522

sizion of Academic Affairs Admin-antobe held in November in Balti-

ions at a conference on basic ing to be held in October in Cullege

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HEALTH AND SAFETY

EDUCATIONAL INSTITUTIONS

with emphasis on

BIOLOGICAL MATERIALS MANAGEMENT

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Please respond by May 5, 1992

Susan Copeland, Office of the Chancellor

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Implementation of Campus Biosafety Program

Implementation of a Biological Waste Program

Use of Appropriate Facilities
Safe Practices in Academic Laboratories

Biological Waste Management Update

N.Y. 11451; (718) 262-2470; fax (718) 262-

May 1: Christian studies. Proposals on the theme "The Unity of the Arts and Sci ences: Pathways to God's Creation?" for possible presentations at the world congress of the International Christian Studies Association, to be held in August in Pasadena, Cal. Contact: Oskar Gruen-wald, Suite 11, 2828 Third Street, Santa Monica, Cal. 90405.

May 1; Higher education. Proposals on the

theme "Discovering New Directions: Connecting Theory and Practice," for possible presentations at the annual con-ference of the Midwest College Learning in Davepport, Iowa, Contact: Karen B. Quina, Academic Skills Program, Coun-seling Center (333), University of Illinois, Box 4348, Chicago 60680; (312) 413-2184.

May 1: Humanitios and technology, Propos-uls for possible presentations at "interface '92; Humanities and Technology 'onference," to be held in October in At Janta Contact: Interlace, Department of Humanities and Social Sciences, Southern College of Technology, 1100 South Marietta Parkway, Munetta, Ga. 30060-

May 1: Language development, Proposals on the theme "First and Second Language Acquisition," for possible presen tations at a conference on language development, to be held in October in Boston, Contact: Boston University, Conference on Language Development, 138 Mount-fort Street, Boston 02215; (617) 353-3085.

possible presentations at an annual conference on superconductivity and its ap-plications, to be held in September in Buffalo, N.Y. Contact: R. S. Hamilton New York State Institute on Supercor ductivity, 330 Bonner Hall, State Univer sity of New York, Bullalo, N.Y. 14260;

1992		May			1992		
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31							

May 1B: Business law. Papers for possible presentation at the annual conference of the Academy of Legal Studies in Rusi-ness (formetly the American Business Law Association), to be held in August in Charleston, S.C. Contact: Daniel J. Herion. School of Business, Western Caroli-

661

na University, Cullawhee, N.C. 28723; (704) 586-1423, Iax (704) 227-7414. Add Confact: Carolyn Kirkpatrick. May 15: Families. Proposals on the theme business of English. York College of Co-Dependency and the Dysmassic University of New York, Jamasca. Landly, Let the Healing Begin," for pos-

Studies Centre, University of Wules Swansea SA2 8PP, Wales, United King doin; fax (011) 44-792-295719. Engineering. Proposals on the theme "The Future of Precision Engineering and Me-

Application," for possible presentations at an international symposium, to be held in September in Vienna, Contact: Mark Fritz, Department of Precision Engineer ing and Mechatronics, Technical Univer sity of Vienna, Gurshausstrasse 27, A-

sible presentations at a conference, to be

held in October in Chicago, Contact: Kim R. Falk, Office of Continuing Education/

sity of Wisconsin-Stout, Menomonie, Wis. 54751; (715) 232-2693, (800) 45-

May 15: Interdisciplinary studies. Proposals on the theme "Voices of Harmony/

Voices of Dissouance," for possible pre-sentations at the annual conference of the

held in November in Pomona, Cal. Con-tact: James C. Munley, Director, Inter-disciplinary General Education Program.

California State Polytechnic University, 1801 West Temple Boulevard, Pomona, Cal. 91768; (714) 869-3347.

May 18: Literature, Minuscripts on the theme "Marxist Criticism After Perestroika" for possible publication in Lite.

Literature, Interpretation Theory, Con-

tact: Lee Jacobus and Regina Barreca,

Department of English, U-25, University

lesthetics. Papers on the theme "Santerio

Aesthelics in Contemporary Latino Art."
for possible presentation at a symposium

to be held in August in Atlanta. Contact: Arturo Lindsay. Spelman College, De-partment of Art, Box 296, 350 Spelman Lane. S.W., Atlanta 30314-4399; (404) 223-7653.

Computers, Proposals on the theme "Com-

puters on Campus," for possible presen-tations at a conference, to be held in No-vember in Columbia, S.C. Contact; Com-

puters on Cumpus, University of South

Curolina, Division of Continuing Educa-tion, Suite 200, 900 Assembly Street, Co-lumbiu, S.C. 29208; (803) 777-9444 or

Cultural studies. Proposals on the theme
"The Americanisation of Culture," for
possible presentations at a conference, to

Contact: Candida Hepworth, American

(803) 777-2260, fax (803) 777-9357.

STOUT, flux (715) 232-3385.

Association for Integrative Stud

Sity of Vienna, Cosmansistate 27, 75

1040 Vienna,
Ethlos, Proposals for articles for publication in The Journal of Information Ethics,
Contact Robert Haustrean Estimation The
Journal of Information Ethics, St. Cloud,
State University, St. Cloud, Minn. 56301;
(612) 255-4822.
Minnellan, Proposals on the theme "The

(612) 255-4822.
Minorities. Proposals on the theme "The Minority Student Today: Recruitment, Retention, and Success," for possible presentations at a conference, to be feld in October in San Antonio, Contact: Mi-nority Student Today Conference, Uni-versity of South Carolina, Division of Versity of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; 1803) 777-9444 or (803) 777-2260, fax (803)

ion-profit organizations. Proposals for pos-sible presentations at the annual conference of the Association for Research or Nonpolit Organizations and Voluntary Action, to be held in October and Novemper in New Haven, Conn. Contact: An NOVA, Route 2, Box 696, Pullman, Wash

Raligious studies. Proposals for possible presentations at the annual conference of the North Carolina Religious Studies Asthe North Carolina Religious Studies Na-sociution, to be held in October in Wil-son, N.C. Contact: Herman Thomas, De-partment of Religious Studies, University of North Carolina, Charlotte, N.C. 28223; (704) 547-4598, or Jon Young, College of Arts and Sciences, Payetteville State University, Payetteville, N.C. 28301-4298; (919) 486-1681.

MIRCELLANY

hpril 13: Facilities, Applications for new April 13: Facilities. Applications for new awards under the College Facilities Loan Program. Contact: John D. Adams or Anne S. Young, Department of Education, (202) 708-9417 or (202) 708-9421.

Register, February 6, Page 4,686.)

April 30: International affairs. Nominations for the Spark M. Matsunaga Medal of Peace, which "acknowledges extraordi-Peace, which "acknowledges extractur-nary achievements in research, educa-tion, or training in the fields of intorna-tional peacemaking and conflict resolu-tion." Contact: United States institute of Peace, Suite 700, 1550 M Street, N.W.

Peace, Suite 700, 1550 M Street, N.W., Washington 20005.

May 1: Education. Nominations of school-business parinerships for Parinerships in Education Journal's National Partnership Awards. Contact: Partnerships in Education Journal, P.O. Box 210, Ellenton, Fla. 34222-0210; (813) 776-2535.

May 6: Athletics. Proposals to develop and administer an initial-eligibility clearinghouse for member institutions of the association's Division I and Division II. Contact: Daniel T. Dutcher, Director of Legislative Services, National Coffesiate Athletic Association, 6201 College Boulevard, Overland Park, Kan. 66211-2422; (913) 339-1096, fax (913) 339-0032.

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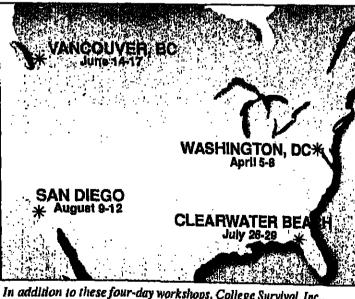
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Point of View B. Homes P. Wallace

with the 1950's, American public higher education has grown astronomically, has seen its mission expand broadly, and the most standards) has significantly improved the quality of its programs, Inevitably, higher costs have followed. Now quality instruction and scholarship are being threatened by the unwillingness of state legislatures to provide sufficient appropriations to support the country's mature systems of public higher education.

The expansion of the scope and missions of state colleges and universities has not been accompanied by a comparable evolution in fiscal policies. and practices. An inability to abandon outmoded principles--such as low public-college fuition and heavy reliance on state tax revenues-das created a national crisis for the financing of public higher education, preventing institutions from reaching their full potential and denying many low- and middle-income students access to a full range of educational options.

Public higher education must overhaul its policies and financial strategies if it is to become truly affordable once again and provide adequate access for students from all economic backgrounds. The 1950's mindset that assumes that state tax revemues should provide almost all of a public institution's budget must be abandoned.

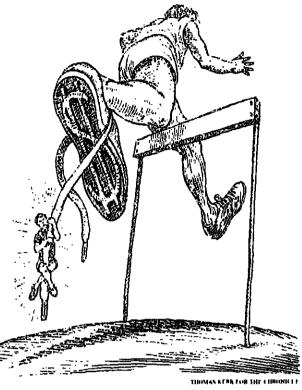
We must acknowledge that states no longer can or will provide the bulk of public college and university budgets. Consequently, we also must modify the historic low-fuition philosophy used to set prices at our public institutions. While I recognize how controversial such a recommendation is. I think a strong case can be made for a shift to a high-tuition policy, with much students. This approach, used by many private colleges, has achieved the appropriate correlation between costs and family income, a correlation that un-

fortunately has eluded state institutions. The basic principle of public higher education should be that all qualified students, regardless of family income, should have access to any state college or university. The reality, however, is that students increasingly are being lumped according to family income into two-year and four-year commuter colleges and residential universities. In the future, budget planning must directly and formally link students' costs, students' needs for financial aid, the ability and willingness of the legislature to provide tax revenues, and realistic calculations of the revenues that institutions need to perform their missions.

Over the years, too many college leaders have clung to the myth that public higher education can accomplish its goals in a framework of low tuition and declining tax support. But this policy has not and will not provide a satisfactory fiscal strategy for state colleges and universities in coming years. Costs at public institutions already have exceeded what low- and middleincome families can afford to pay, and costs will continue to increase.

Yet the tuition increases, which have sometimes been called irresponsible by the news media and the general public, were necessary because of the decline in state tax support. From 1971 to 1990, for example tuition at Illinois State University increased 225 per cent; state tax support increased by only 100 per cent. and the Higher Education Price Index increased by 189 per cent. In Illinois, tax support for public universities declined 4.5 per cent in constant dollars from 1980 to 1990, while the number of degrees conferred increased 7 per cent. Yet public universities in Illinois, as in other states, are under attack for supposed lagging produc-

Many higher-education leaders behave as if state legislatures will invest enormous sums of tax dollars in higher education as soon as the economy improves. The reality is that neither the dollars nor the will to be generous to higher education has existed within many state legislatures for some time. Historically, the pro-



The Inequities of Low Tuition

Outmoded policies have created a national crisis in financing

portion of state budgets devoted to higher education reached a maximum of 23.5 per cent in 1968 and steadily declined to 18.3 per cent in 1990. There is reason to expect this decline to continue, given widespread voter opposition to tax increases and the fiscal pressures exerted by other more politically attractive issues, such as needs for improved health care, prisons, and programs for the elderly.

We must add to this analysis the fact that low publicuniversity tuition provides an inequitable and unneeded subsidy for higher-income families, from which a large portion of public-college students come. Further, in several states, including Illinois, lower-income families pay a higher proportion of their incomes in state taxes than do wealthy families. For example, when all sources of state taxes are considered, the poorest 20 per cent of Illinois residents paid 16.5 per cent of their income in state taxes in 1991; the wealthiest 20 per cent paid 8.5 per cent, and the top 1 per cent paid 4.9 per cent. The result of such regressive state tax structures is that wealthy families with significant disposable income have access to high-quality public colleges at tuition rates that are far below full cost and that are subsidized to a greater extent by lower-income fam-

Illinois State University receives approximately \$63million in state tax support for approximately 22,000 students, a tuition subsidy of about \$2,800 for each student. This tax support permits the university to charge a tuition \$2,800 less than the real cost. The 11 per cent of isu students with family incomes exceeding \$100,000 a year benefit from this tuition subsidy equally with the 33 per cent of the students whose family incomes are under \$50,000. At Illinois State University, where students' average family income is almost \$60,000, 46 per cent of the students have sufficient resources to pay the \$7,700 charged a resident student, according to federal guidelines on what families can afford to pay, and 34 per cent could afford the full \$10,500 cost (\$7,700 plus the \$2,800 state subsidy).

The National Center for Education Statistics estimated that states spent \$8.6-billion in academic 1986-87

for mition subsidies for public-university students who did not have financial need. That year, \$8,6billion would have financed the whole Pell Grant program at its \$3.6-billion level and left \$5-billion for grants to replace student loans or for other purposes.

A new financing model based on high tuition and high financial aid (which I call the "high financial aid-tuition equity model") could provide both the revenue that institutions need and more assistance for financially needy students. This model requires that much higher tuition be charged in order to collect a greater percentage of the full educational costs from students who can afford to pay them. It also requires that a significant portion of the added tuition revenue be used for grants to low-income and lower-middle-income families to help them pay the higher tuition. While an institution would have a higher "sticker price," the "real cost" would vary more dramatically within an institution's student body, based on the ability to pay, than is now the case in public institutions.

According to this model, current tax subsidies for institutions would continue, but public policy would be modified to create a "secondary subsidy" for needy students-the grants derived from

the increased tuition revenue. Critics of this model point out that legislators could take advantage of this approach to further reduce state appropriations to public colleges and universities. Given the gradual reduction in the proportion of (su's state budget derived from tax revenues-from 93 per cent in 1970 to 65 per cent today-how much longer can public higher education persist in the expectation that legislatures will return to the old patterns of support?

History teaches only if it is read and used for future strategies. How unafforduble must a residential public university become before the risks and problems associated with new financial approaches look more promising than the old methods that aren't working?

As an example of such a strategy, during the 1988-89 academic year, the average unmet need for student financial aid at 150 was \$392 a student. If tuition had been \$250 a semester higher, with 40 per cent of the increased revenues committed to student aid, the average unmet financial need for each student would have been reduced 67 per cent, to \$129. An additional \$6.4million (a 6.7-per-cent increase in what the state appropriated) would have been available for university operating expenses.

AST FALL, the University of California system, facing a \$295-million budget shortfall, in-, creased tuition (called a fee in California) by 40 per cent, or \$650. Twenty per cent of the tuition increase was used for student grants of up to \$650. This resulted in students with family incomes of less than \$30,000 receiving the full \$650 grant, fully covering the tuition increase. Students with adjusted family incomes exceeding \$30,000 received decreasing amounts of assistance, according to income

Using the California model, if 1su tuition had increased \$650 in 1988-89, with 25 per cent of the additional revenue devoted to student assistance, 29 per cent of the undergraduates would have received grants totaling \$3.2-million, and the university's operating budget would have increased \$9.4-million, a 9-per-cent increase over state appropriations.

Clearly, the nation is witnessing a significant erosion of the financial foundation of public higher education. New financial strategies must be found. One such strategy, the higher-tuition and high-financial-aid model, can provide additional operating dollars, shield lowand middle-income families from tuition increases, and limit the need for additional state tax support, which is, and will continue to be, in short supply.

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